



Joint Workforce Development Board (WDB) &  
Workforce Governing Board (WGB)

# MEETING

*February 12, 2025*



TO: The Honorable Judge Tim O'Hare  
The Honorable Mattie Parker  
The Honorable Jim Ross  
Tyrone Taylor, WDB Chair  
Workforce Solutions for Tarrant County  
Board of Directors and Interested Parties

FROM: Judy McDonald 

DATE: February 5, 2025

SUBJECT: **February 12, 2025 WGB/WDB Joint Board and Awards Meeting**

The Joint Meeting of the Workforce Governing Board (WGB) and the Workforce Development Board (WDB) will be held at **9:00 a.m. on Wednesday, February 12, 2025, at Lena Pope Amon Carter Center, 3200 Sanguinet St., Fort Worth, TX 76107.** Networking will begin at 8:45 a.m.

**Please note this meeting includes our Workforce Awards and Recognitions Presentation as well as our group photo.**

The agenda and preparation materials are attached for your review.

Please contact me at (817) 413-4000 if you have questions or if I can be of assistance.

Enclosures

cc: Gyna Bivens  
Chandler Merritt  
Dr. Barbara Odom-Wesley  
Ruth Ray



# Mission & Vision Statement

## **Our Mission**

The mission of Workforce Solutions for Tarrant County (WSTC) is to ensure the successful delivery of innovative workforce solutions and create economic, educational and developmental opportunities that fully engage all employers and career seekers.

## **Our Vision:**

A well-trained, productive, equitable and fully employed workforce that supports the needs of local employers, promotes regional prosperity and improves quality of life.



## Board Committee Structure

<b>Leadership Committee</b>	
<b>Goal No. 1</b>	Enhance Governing and Workforce Boards' leadership in meeting the mission of improving workforce quality to support economic development.
<b>Goal No. 2</b>	Advance a Workforce Intelligence system to achieve vertical and horizontal alignment with Tarrant County employer and targeted industry demand.
<b>Members</b>	Lillie Biggins, Mike Doyle, Rosa Navejar (Vice-Chair) Bruce Payne (Second Vice-Chair), Tyrone Taylor (Chair), Estrus Tucker and Gracie Vega.
<b>Staff Contact</b>	Lacey Douglas, Communications & Events Director, <a href="mailto:lacey.douglas@workforcesolutions.net">lacey.douglas@workforcesolutions.net</a> ; (817) 413-4489

<b>Workforce Investment Committee</b>	
<b>Goal No. 3</b>	Exercise proper fiduciary stewardship, budget for new opportunities, and ensure adequate board oversight of financial concerns.
<b>Charge</b>	The Committee's function would be to procure financial auditors, provide audit oversight and receive the final audit report
<b>Members</b>	Lillie Biggins (Chair), Kimberly Baker-Jones, Felicia Davis, Mike Gerro, Jana Harris, Jerletha McDonald, Jeff Postell, Leslie Scott and Robert Teran.
<b>Staff Contact</b>	Mark Tristan, Director of Finance, <a href="mailto:mark.tristan@workforcesolutions.net">mark.tristan@workforcesolutions.net</a> ; (817) 413-4415

<b>Workforce Improvement Committee</b>	
<b>Goal No. 4</b>	Improve the quality of the existing, potential, and future workforce in Tarrant County through strategic partnerships.
<b>Goal No. 5</b>	Develop and offer responsive Business Services to help Tarrant County businesses, especially smaller businesses, meet their human resource needs and improve the quality of the workforce available to them.
<b>Members</b>	Bruce Payne (Chair), Gracie Vega (Vice-Chair), Mike Coffey, Felicia Davis, Mary Farris, Jana Harris, Deb Jones, Antoinette Karriem, Jerletha McDonald, Jeff Postell, Dr. Di Ann Sanchez and Robert Teran.
<b>Staff Contact</b>	Steven Gonzalez, Business Services Director, <a href="mailto:steven.gonzalez@workforcesolutions.net">steven.gonzalez@workforcesolutions.net</a> ; (817) 413-4494

<b>Workforce Delivery Systems Committee</b>	
<b>Goal No. 6</b>	Improve the quality of the future workforce to ensure that Tarrant County businesses have a longer-term, vibrant, and qualified talent pipeline.
<b>Goal No. 7</b>	Expand the talent pool available to Tarrant County employers by reaching, serving and preparing untapped talent markets.
<b>Goal No. 8</b>	Continue to improve the workforce services delivery system to increase the number of Tarrant County workforce system customers employed at higher wages.
<b>Members</b>	Mike Doyle, (Chair), Estrus Tucker (Vice-Chair), Dr. Marcelo Cavazos, Mike Coffey, Felicia Davis, Mary Farris, Joan Grigsby, Jon Gustafson, Jana Harris, Dr. Marie Holliday, Andrew Johnsen, Deb Jones, Antoinette Karriem, Jennifer Limas, Dr. Dan Lufkin, Jerletha McDonald, Jeff Postell, Robert Teran and Raymond Todd.
<b>Staff Contact</b>	Tracey Cummings, HR/EO Officer Unit Director; <a href="mailto:tracey.cummings@workforcesolutions.net">tracey.cummings@workforcesolutions.net</a> ; (817) 413-4463

Please note: The Workforce Development Board Chair, Vice-Chair and Second Vice-Chair serve as ex-officio members for all Committees.

# Workforce Governing Board & Workforce Development Board Member Directory

## WORKFORCE GOVERNING BOARD



Judge Tim O'Hare  
WGB Chair  
Tarrant County Judge

Member since 2023



Mayor Mattie Parker  
Mayor of Fort Worth

Member since 2021



Mayor Jim Ross  
Mayor of Arlington

Member since 2021

## WORKFORCE DEVELOPMENT BOARD OFFICERS



Tyrone Taylor  
Advisor  
Six Flags Over Texas

Board Chair  
Member since 2013



Rosa Navejar  
President  
The Rios Group, Inc.

Board Vice-Chair  
Member since 2014



Bruce Payne  
Economic Development  
Consultant

Board Second Vice-Chair  
Member since 2017

## WORKFORCE DEVELOPMENT BOARD



Kimberly Baker-Jones  
UAW Local 276  
Joint Training Representative

Member since 2022



Lillie Biggins  
Board Member  
YMCA of Metropolitan  
Fort Worth

Member since 2001



Dr. Marcelo Cavazos  
Education Consultant

Member since 2013



Mike Coffey  
President  
Imperative Information Group

Member since 2023



Felicia Davis  
Owner  
Ready, Set, Jump Learning  
Center, LLC

Member since 2023



Leo Del Calvo  
President  
FSI Apparel, Inc.

Member since 2024



Mike Doyle  
CEO  
Cornerstone Assistance Network

Member since 2003



Mary Farris  
AES Program Manager  
Region 03  
Health and Human Services  
Commission

Member since 2021



Mike Gerro  
Market President Arlington /  
Mansfield Corporate Banking  
Frost Bank

Member since 2017

## WORKFORCE DEVELOPMENT BOARD



Joan Grigsby  
Educational Consultant for Adult  
Services Division  
Tarrant Literacy Coalition

Board Vice-Chair  
Member since 2015



Jon Gustafson  
Workforce Partnerships &  
Incentives  
Lockheed Martin Corporation

Member since 2012



Jana Harris  
President and CEO  
American Carton Company

Member since 2023



Dr. Marie Holliday, DMD  
Owner  
Sundance Square Dentist

Member since 2018



Andrew Johnsen  
Columbia Strategic  
Consulting Group, LLC  
Partner/CEO

Member since 2022



Debra Jones  
Business Relations Coordinator  
Texas Workforce Solutions –  
Vocational Rehabilitation Services

Member since 2014



Antoinette Karriem  
Live! by Loews Arlington TX  
Director of Human Resources

Member since 2022



Jennifer Limas  
President and CEO  
Girls Inc. of Tarrant County

Member since 2013



Dr Daniel Lufkin  
Tarrant County College  
South Campus

Member since 2023



Jerletha McDonald  
Founder/CEO  
Arlington DFW Child Care  
Providers Association (ADFN)

Member since 2021



Jeff Postell  
President  
Post L Group, LLC

Member since 2021



Dr. Di Ann Sanchez, SPHR  
President  
DAS HR Consulting, LLC

Member since 2015



Leslie Scott  
Director, HR – North America  
Operations  
Mother Parker's Tea & Coffee

Member since 2004



Robert Teran  
Tarrant County Central Labor  
Council AFL-CIO

Member since 2021



Gracie Vega  
Director of Human Resources  
Gaylord Texan Resort and  
Convention Center

Member since 2006



Raymond L. Todd  
Assistant Integrated Services  
Area Manager - Region 2  
Texas Workforce Commission

Member since 2019



Estrus Tucker  
Como Alumni and Community  
Club Inc (CACI)

Member since 2005



Judy McDonald  
Executive Director  
Workforce Solutions for Tarrant County



## ACRONYMS

ACF	Administration for Children and Families	NAWB	National Association of Workforce Boards
ADA	Americans with Disabilities Act	NARC	National Association of Regional Councils
AEL	Adult Education & Literacy	NAWDP	National Association of Workforce Development Professionals
AOC	Alliance Opportunity Center	NCP	Non-Custodial Program
APEX	Achieving Performance Excellence	NCTCOG	North Central Texas Council of Governments
BCY	Board Contract Year	NEG	National Emergency Grant
BEST	Bringing Ex-Offenders Solutions Texas	OCT	Occupational Classroom Training
CBO	Community Based Organization	OJT	On-the-Job Training
CC	Child Care	OSY	Out of School Youth
CC4H	College Credit for Heroes	PIO	Public Information Officer
CCAA	Child Care Automated Attendance	PY	Program Year
CCMS	Child Care Management Services	RESEA	Re-Employment Service Eligibility Assessment
CCA	Child Care Associates	RFQ	Request for Quotes
CFR	Code of Federal Regulations	RFP	Request for Proposal
CHIP	Children's Healthcare Insurance Program	RR	Rapid Response
COG	Council of Governments	RWLC	Regional Workforce Leadership Council
COSA	Coalition of Statewide Organizations	SAGE	System for Assessment & Group Evaluation
CRT	Classroom Training	SBA	Small Business Administration
CTE	Career and Technical (Technology) Education	SCANS	Secretary's Commission on Achieving Necessary Skills
DFPS	Texas Department of Family & Protective Services	SDA	Service Delivery Area
DOL	Department of Labor	SEAL	Summer Earn and Learn
DOLETA	Department of Labor Employment & Training Administration	SNAP E&T	Supplemental Nutrition Assistance Program Employment & Training
DVOP	Disabled Veteran Outreach Program	SOICC	State Occupational Information Coordinating Committee
EDC	Executive Directors Council	STC	School to Careers
ES	Employment Services	STEP	Subsidized Transitional Employment Project (NEXT STEP)
ESL	English as a Second Language	STSEI	State of Texas Soldier Employment Initiative
ET	Employment and Training	STW	School to Work
EPS	Employment and Planning Session	TAA	Trade Adjustment Assistance
ETPS	Eligible Training Provider System	TABE	Test of Adult Basic Education
FACT	Fathers and Children Together	TANF (Choices)	Temporary Assistance for Needy Families
FBCO	Faith-Based and Community Organizations	TARC	Texas Association of Regional Councils
FY	Fiscal Year	TAWB	Texas Association of Workforce Boards
GED	General Education Development or General Equivalency Diploma	TCAEI	Tarrant County Alliance for Economic Independence
HHSC	Health and Human Services Commission	TACAELC	Tarrant County Adult Education and Literacy Consortium
HRWY	Hiring Red, White & You!	TCWEC	Texas Council on Workforce and Economic Competitiveness
HSE	High School Equivalency	TEA	Texas Education Agency
HVRP	Homeless Veterans' Reintegration Program	TEDC	Texas Economic Development Council
IAWG	Inter-Agency Workforce Group	TJ	Transitional Jobs
ISD	Independent School District	TLWP	Texas Local Workforce Partnership
ISY	In School Youth	TRACER	Texas Rapid Access Career Economic Resources (Texas LMI System)
IT	Information Technology	TRA	Timely and Reasonable Attempt
ITA	Individual Training Account	TRC	Texas Rehabilitation Commission TAWB
LEP	Limited English Proficiency	TVC	Texas Association of Workforce Boards
LMI	Labor Market Information	TVLP	Texas Veteran Commission
LWDB	Local Workforce Development Board	TWC	Texas Veterans Leadership Program
LVER	Local Veteran Employment Representative		Texas Workforce Commission
MHMR	Mental Health Mental Retardation		
MIS	Management Information System		
MOA	Memorandum of Agreement		
MOU	Memorandum of Understanding		
MSG	Measurable Skills Gain		
NAB	National Alliance of Business		
NACO	National Association of Counties		
NAJST	National Association of Job Search Training		

TWIST	The Workforce Information System of Texas
UCP	United Cerebral Palsy
USCM	U.S. Conference of Mayors
UI	Unemployment Insurance
VA	Veterans Affairs (US Department of)
VAC	Vocational Adjustment Counselor
VETS	Veterans Employment & Training Services (US Department of Labor)
VIP	Veteran and Industry Partnership
VR	Vocational Rehabilitation
VWIP	Veterans' Workforce Investment Program
WD Letter	Workforce Development Letter - policy guidance issuances from the State
WDA	Workforce Development Area
WDB	Workforce Development Board
WDC	Workforce Development Council
WGB	Workforce Governing Board
WIOA	Workforce Innovation and Opportunity Act
WIB	Workforce Investment Board
WIG	Work Incentive Grant
WIN	Workforce Innovation Network
WIT	WorkInTexas
WOTC	Work Opportunity Tax Credit
WTW	Welfare to Work
YA	Young Adult



A proud partner of the American Job Center network  
**Joint WDB/WGB & Awards Meeting**  
**9:00 a.m. February 12, 2025**

**Lena Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107**

- 9:00 I. Call to Order.....Judge O’Hare/Tyrone Taylor**
- 9:02 II. Pledge of Allegiance/Texas Pledge .....All**
- 9:05 III. Invocation .....Estrus Tucker**
- 9:08 IV. Public Comments..... Tyrone Taylor**
- 9:13 V. Consent Agenda Items.....Judge O’Hare & Tyrone Taylor**
  - A. Workforce Governing Board (WGB) Consent Items**
    1. Approve the Minutes of September 3, 2024 WGB/WDB Meeting (p. 1)
    2. Accept the Workforce Governing Board Meeting Calendar (p. 4)
    3. Accept the Workforce Development Board Update Report (p. 5)
    4. Approve the Workforce Solutions for Tarrant County (WSTC) 2025-2028 Local Plan strategies(p. 8)
    5. Approve the Workforce Development Board Appointment (p. 11)
  - B. Workforce Development Board Consent Items**
    1. Approve the Minutes of the December 11, 2024 WDB Meeting (p. 12)
    2. Accept Committee Reports: Workforce Improvement (p. 20), Workforce Delivery (p. 22), Workforce Investment (handout)
    3. Approve the Board Child Care Program policy changes as recommended by the Workforce Delivery Systems Committee (p. 24)
  - C. Workforce Development /Governing Board Consent Items**
    1. Update the Boards on challenges with the MPR report (p. 33)
    2. Accept the Layoff Report (p. 34)
    3. Accept the Financial Report (p. 40)
    4. Accept the Report on Recent Solicitations for Grant Applications (SGA) (p. 42)
- All consent agenda items are considered to be routine by the Board and will be enacted with one motion. There will be no separate discussion of items unless a Board Member so requests, in which event, the item will be removed from the consent agenda and considered as a separate item immediately after the vote on the consent agenda.*
- 9:20 VI. Executive Session**
  - Executive Session Pursuant to the following designated sections of the Texas Government Code, Annotated, Chapter 551 (Texas Open Meetings Act), the Workforce Development Board and/or Workforce Governing Board may convene into executive session to discuss the following: Section 551.074 Personnel – The Boards may discuss the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee, or hear any complaint or charge against an officer or employee in executive session unless the subject officer or employee requests a public hearing.  
– **Executive Director** (p. 43)
- 9:40 VII. WDB/WGB Action Items.....Judge O’Hare & Tyrone Taylor**
  - Authorize hiring of the Executive Director .....**Tyrone Taylor**
  - Consent to the hiring of the new Executive Director.....**Judge O’Hare**
  - Approve Jill Navarrete as the Interim Executive Director (p. 44)...**Tyrone Taylor**
  - Authorize the WDB Chair to negotiate and execute a consulting contract with Judy McDonald (p. 45).....**Tyrone Taylor**
  - Authorize execution of new bank signature card (p. 46).....**Tyrone Taylor**
  - Approve the Fiscal Year 2025 Budget Revision #1 as recommended by the Workforce Investment Committee (p. 47).....**Jack Cummings**



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**9:00 a.m. February 12, 2025**

**Lena Pope Amon Carter Center - 3200 Sanguinet St, Fort Worth, TX 76107**

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- 9:50 VIII. WGB Workforce Discussion (p. 53).....WGB Members**

  - Mayor Mattie Parker – Fort Worth
  - Mayor Jim Ross – Arlington
  - Judge Tim O’Hare – Tarrant County
  
- 10:05 IX. Special Recognitions, Introductions and Announcements.....**  
**Judge O’Hare & Tyrone Taylor**

  - Introduce Elected Officials and Other Distinguished Attendees
  - Board and Staff Service Recognitions
  
- 10:10 X. Report from the WDB Chair and Executive Director..... Tyrone Taylor & Judy McDonald**

  - Workforce News and Updates (p. 54)
  - Communications & Outreach Report (p. 61)
  - Review Newsletter
  
- 10:30 XI. Adjourn the WGB Meeting..... Judge O’Hare**
  
- 10:31 XII. Workforce Awards and Recognitions (p. 65).....WDB Officers**
  
- 11:00 XIII. Adjourn the WDB Meeting..... Tyrone Taylor**



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**Workforce Governing Board Meeting  
9:15 a.m. September 3, 2024  
Tarrant County Commissioners Court Room  
100 E. Weatherford Street, 5<sup>th</sup> Floor  
MINUTES**

**WGB Members Present:** Tarrant County Judge Tim O'Hare, Fort Worth Mayor Mattie Parker, and Arlington Mayor Jim Ross

**Staff Present:** Lacey Douglas, Judy McDonald, Jill Navarrete

**I. Call to Order**

Judge Tim O'Hare called the Workforce Governing Board (WGB) Meeting to order at 9:15 a.m. There was a quorum of members present.

**II. Pledge of Allegiance/Texas Pledge**

Judge O'Hare led everyone in the United States Pledge of Allegiance followed by the Texas Pledge.

**III. Public Comments**

There were no public comments at this time.

**IV. Approval of WGB Consent Agenda Items**

**It was moved by Workforce Governing Board Member Mayor Mattie Parker and seconded by Mayor Jim Ross to approve the WGB Consent Agenda Items.**

**The motion carried unanimously.**

**The WGB Consent Items included the following:**

- Approve the Minutes of the February 14, 2024 Joint WDB/WGB Meeting
- Approve the Workforce Development Board Appointments and Re-Appointments
- Accept the Financial Report
- Approve a recommendation to authorize the Executive Director to award, negotiate, and contract with the selected Legal Services Provider based on the outcome of the Legal Services RFQ in accordance with the Workforce Development Board Recommendation
- Accept report on recent Solicitations for Grant Applications (SGA)

- Accept the Performance Report & Analysis
- Accept the Layoff Report
- Authorize the Executive Director to award, negotiate and execute a contract renewal with C2 Global Professional Services, LLC to operate the Workforce Solutions for Tarrant County Workforce Centers from October 1, 2024 through September 30, 2025 in accordance with the Workforce Development Board Recommendation
- Authorize the Executive Director to award, negotiate, and execute a contract renewal with the recommended Ancillary Service Providers from October 1, 2024 through September 30, 2025 in accordance with the Workforce Development Board Recommendation
- Authorize the Executive Director to award and negotiate a contract renewal with Child Care Associates' affiliated entity - Child Care Management Services, LLC (CCMS) to operate the Tarrant County Child Care system effective October 1, 2024 through September 30, 2025 in accordance with the Workforce Development Board Recommendation

## V. WGB Action Items

Jill Navarrete, Assistant Director, stated the Workforce Development Board recommended the approval of the Fiscal Year 2025 Budget. Ms. Navarrete reported that revenues were similar to the current year with slight increases in Child Care, Youth Programs and Adult Education and Literacy (FY 2025 budget equals \$122M, up \$3.7M to the initial FY 2024 budget of \$118M, or 3.2% increase).

**It was moved by Workforce Governing Board Member Mayor Jim Ross and seconded by Mayor Mattie Parker to Approve the Following Action Item:**

- Approve the Fiscal Year 2025 Budget in accordance with the Workforce Development Board Recommendation

**The motion carried unanimously.**

In accordance with the Workforce Development Board's recommendation to approve the search for Tarrant County's new Executive Director, Ms. Navarrete reported after a Request for Proposals (RFP) was issued in August, three proposals were submitted. The proposals were reviewed and scored by the Leadership Committee and Staff. The leading proposal and timeline came from the Whitney-Smith Company.

**It was moved by Workforce Governing Board Member Mayor Mattie Parker and seconded by Mayor Jim Ross to Approve the Following Action Item:**

- Authorize the Executive Director to award, negotiate, and execute a contract with the recommended Executive Search Consultant for the purpose of helping in the search for WSTC's new Executive Director, in accordance with the Workforce Development Board Recommendation

**The motion carried unanimously.**

Judy McDonald, Executive Director, briefed the WGB on the clean audit report issued by Saunders and Associates on the Board's FY 2023 financial audit with the recommendation of the Workforce Development Board to approve.

**It was moved by Workforce Governing Board Member Mayor Mattie Parker and seconded by Mayor Jim Ross to Approve the Following Action Item:**

- Accept the report issued by Saunders and Associates on the Board's FY 23 financial audit

**VI. Adjourn the Joint WDB/WGB Meeting**

There being no further business, the WGB Meeting was adjourned at 9:20 a.m.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING BOARD COMMUNICATION**

Date: February 12, 2025

Action Item                      Submitted by: Judy McDonald, Executive Director  
 Briefing Item  
 Committee Report              Prepared by: Lacey Douglas, Communications & Events Director

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**Action Requested:**

Accept the Workforce Governing Board Meeting Calendar.

**Discussion:**

Below is the proposed schedule of upcoming meeting dates for the Workforce Governing Board.

- April 28, 2025 (2:00 p.m.)
- August 27, 2025 (9:00 a.m.) \*
- February 11, 2026 (9:00 a.m.)\*

\* The February and August Meeting are joint meetings of the Workforce Development and Workforce Governing Board.

**NOTE:** Meetings may be cancelled when there are no action items or if it appears, we will not have a quorum. This will be determined on a case-by-case basis with the Officers and Executive Director.

**Fiscal Impact**

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING BOARD COMMUNICATION**

Date: February 12, 2025

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Action Item | Submitted by: Judy McDonald, Executive Director              |
| <input type="checkbox"/> Briefing Item          |  |
| <input type="checkbox"/> Committee Report       | Prepared by: Lacey Douglas, Communications & Events Director |
- 

**Action Requested:**

Accept the Workforce Development Board Update Report.

**Background:**

The members of the Workforce Governing Board (WGB) are regularly presented a WDB update between their scheduled meetings.

**Discussion:**

To summarize the December 11, 2024, Workforce Development Board Meeting by topic.

**Quorum**

The meeting had a quorum.

**Special Recognition/Announcements**

- We introduced:
  - Leo Del Calvo, President, FSI Apparel, Inc. as a new member of the Workforce Development Board. Mr. Del Calvo has replaced Buddy Puente and will be a Private Sector Representative on the Board.
  - Karen Blue – AEL Planner/Contract Manager, WSTC. For over 20 years Dr. Blue worked in education serving adult education and literacy students for the last 10 years as part of the Arlington ISD team. Dr. Blue completed a PhD in K-16 Educational Leadership and Policy Studies from the University of Texas at Arlington.
  - Colton McDonald – IT Operations Manager, WSTC. Colton has returned to WSTC to manage the Help Desk and Virtual Services Unit within the WSTC IT Department. He previously worked for WSTC from 2016-2023 in Help Desk and Admin Roles. Colton obtained multiple certifications including CompTIA Security+ and CompTIA Project+.
  - Peter Chantharaj – IT Support Specialist, WSTC. Peter was a customer at the Arlington Workforce Center, and it was recommended after his career assessment that he consider an IT path. Peter has continued to work on certifications and training related to his new career. In previous Sales roles he developed strong customer relations skills.
  - Jermaine Williams – IT Support Specialist, WSTC. Jermaine transitioned to IT while pursuing his Associate of Arts in Information Technology-Office Technology with skillsets in IT asset management and customer service. Jermaine previously worked in retail management and IT asset management roles.
  - Jason Scanlan – Deputy Director, Business Solutions, C2 Global (our Workforce Center Contractor). Jason was recently promoted to the Deputy Director position on our contractor side with C2 Global. Jason was the point of contact for Tarrant County businesses in the specialized industry sectors including Government, IT and Hospitality. He collaborated and created partnerships for subsidized employment programs. Jason was recently recognized as the American Job Center Business Services Unit Team Member of the Year by the Texas Veterans Commission.

- We also shared that WSTC was awarded the National Association of Minority Contractors DFW Chapter 2024 Golden Shovel Award – Community Champion.
- We rounded out our recognition with a special video recognizing our ancillary contract partners who provide specialized services for customers.

### **Action Item**

The following Action Items were presented and approved:

- Accept a presentation and approve the Board's 2025–2028 Local Plan Strategies
- Approve the 2024–2025 Target Occupations and Demand Industries List for 2025-2026

### **Consent Agenda Items**

The following consent agenda items were approved at the December meeting:

- Approve the Minutes of the August 28, 2024 Workforce Development Board Meeting
- Accept Committee Reports: Workforce Improvement
- Accept the Financial Report
- Authorize the Executive Director to award, negotiate, and execute a contract for financial audit services with Patillo, Brown, and Hill for the Fiscal Year ended September 30, 2024, with the stipulation that the engagement may be renewed for up to four additional years, based on successful performance
- Accept report on recent Solicitations for Grant Applications (SGA)
- Accept the Performance Report and Analysis
- Accept the Layoff Report
- Accept the 2025 Workforce Development Board Meeting Schedule

### **Meeting Evaluation**

Meeting Evaluation surveys are collected after each meeting. Copies are attached to this communication for your review.

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### **Meeting/Board Evaluation Summary – August 28, 2024**

#### **What did you find most valuable or helpful?**

- Mayor Ross speaking from his heart and his call for actions in the areas he mentioned.
- Updates from Board Members is always enlightening.
- I always appreciate the comments from our elected officials.
- Arlington Mayor Ross
- Always good to hear from elected officials. Kudos to Jack and Finance Committee for excellent budget and performance.
- Judge O'Hare, Mayor Ross updates.

#### **What would you like us to continue doing?**

- Board updates and periodic CEO updates.
- Continue to work on Child Care issues in a collaborative and respectful way. Continue to promote our “best practice”. Board working with our elected officials, within and outside the State of Texas.
- Workforce Data.

#### **What would you like to stop doing?**

- It's a well-oiled machine. Other organizations could learn a lot from WSTC.
- Nothing.

**What take-aways did you have from this meeting?**

- Great update from our CEOs. Learning how we can get Child Care workers in the County career pathways would be helpful.
- Growth of West Fort Worth (ADFW).
- More traffic.

**Additional comments or notes:**

- Judy has led fearlessly an example of national excellence that we could not be more proud of. Cheers to you, Judy! The legacy she leaves in her staff will continue to blaze trails. We love you all.
  - Thanks to the dedicated reps from the different sectors.
- 

**Meeting/Board Evaluation Summary – December 11, 2024**

**What did you find most valuable or helpful?**

- All the presentations were outstanding.
- Very educational.
- Jann’s data was fantastic.
- Review of the Demand Industry & Occupations & Target Occupations.
- Board’s 2025-2028 Local Plan Strategies.
- CoACT “Human Centered Design” – Jesse Hererra’
- Executive Director Report – Judy McDonald.
- Information about the Demand Occupations.
- The opportunity to thank Judy and honor her.

**What would you like us to continue doing?**

- Presentations about Workforce impact.

**What would you like to stop doing?**

- Nothing.

**What take-aways did you have from this meeting?**

- The redesign of the job centers.
- Importance of Human Centered Design in the Workforce Programming.

**Additional comments or notes:**

- Merry Christmas and congratulations Judy on your retirement!
- Sad to be the last meeting with Judy – I will miss her!
- Congratulations and thank you, Judy!
- Job Well Done! 28 Years!
- Powerful friendship and partnership between Board and Staff.
- Thanks to all the Board and Staff

**Fiscal Impact:**

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING BOARD COMMUNICATION**

**Date:** February 12, 2025

- Action Item
- Briefing Item
- Committee Report

Submitted by: Jann Miles, Planning Director

Prepared by: Jann Miles, Planning Director

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**Action Requested:**

Approve the Workforce Solutions for Tarrant County (WSTC) 2025-2028 Local Plan strategies

**Discussion:**

The Board's 2024-2028 Local Plan is due to the Texas Workforce Commission in March 2025. In December 2024, the Workforce Development Board accepted a presentation and approved the Board and program strategies currently in use and ongoing. The major strategies highlighted were as follows:

***Workforce System Realignment October 2019 to October 2023***

***Status: Full Implementation***

The Board staff began a realignment of workforce centers in 2019 to align with the Workforce Board's Strategic Goal that re-envisioned the system to do the following:

- *Serve all levels of job seekers,*
- *Focus and provide quality to Customers (employers and job seekers)*
- *Add value through barrier removal and career progression insight*
- *Agility in response to periods of high or low unemployment*
- *Match talent or train for talent that is needed by local employers.*

Board and operator staff researched the system and made the following changes in a pilot approach. They looked at the structures or systems within the Center from the top down. These areas were:

- *Structure and Customer Flow*
- *Workforce Center Design/Staffing*
- *Employer Services System*
- *Technology-Enhanced virtual and physical services through information technology*
- *Real time outcome measures*
- *Established quality feedback loops*

In 2024, the Tarrant Board area had the second highest program enrollments in the state, behind only the much larger Houston board, due to these changes. This Board area maintained a 98% monitoring accuracy rate, increased the number of trained individuals going into jobs; while decreasing the amount of time it took to accomplish this outcome. This was done by being data driven, having target areas of change, and strong customer focus.

**Workforce System Neighborhood Strategy January 2023 to present**  
**Status: Pilot Operation**

Even with four full-service workforce centers strategically located throughout Tarrant County, WSTC was not serving an adequate number of residents in the highest poverty zip codes of the county. The Neighborhood Strategy is designed to effectively bring our services directly to the “most in need” through partnerships with trusted organizations imbedded within these communities.

Using criteria developed to target underserved communities with a high potential for employment and career pathway success, we determined that two Northside Zip Codes (76106, 76164) and three Southeast Zip Codes (76104, 76105, 76112) would be the sites of the first two pilot projects. Services are now located in the Northside Community Center, the MLK Community Center in partnership with the City of Fort Worth and the McDonald YMCA.

The Neighborhood Strategy incorporates the following elements:

- Regular and consistent availability of all workforce development and supportive services in the neighborhood at a designated location;
- Inclusion of Adult Education and Literacy (including Digital Literacy);
- Availability of summer and year-round Internships for Young Adults;
- Collaboration with other local organizations providing assistance to residents;
- Intensive engagement of businesses/employers in and around the neighborhood; and,
- Use of career progression tools and promotion of skills-based resumes and job postings.

WSTC is tracking outcomes and, through the experience of these pilots, will finalize a working deployment model for remote stationing of services for possible expansion to other areas. Pilots fully launched on April 1, 2024.

**Texas Workforce Commission Strategies (2024-2027)**

The current Texas Workforce Commission plan introduces new strategies in the following areas for local areas over the next 4 year. Many of these strategies build on the work already being done by our board.

- *Enhancing Service Delivery through Technology.* The use of technology in workforce services has been expanding. This includes online job fairs, virtual technology hubs to direct participants to workforce services, and AI (artificial intelligence) tools like chatbots to intuitively answer customer questions in real time. These advancements have enabled Boards to offer a wide range of online services and innovative in-person services.
  - Tarrant County has been a leader in combining technology and in-person services for the greatest success of participants and employers through having the capacity to provide any workforce development service in a virtual environment. We also established a central call center staffed by real people to assist all callers to our system.
  - This year the Board is adding on-line AI generative training to its list of job seeker training options. This is currently the training that is most in-demand in occupations across industry sectors as AI moves out of Information Technology Development and into the mainstream of American Business.

- *Enhancing Broadband Connectivity:* This is an issue in many remote parts of Texas and the United States. Although broadband access is not a major issue in Tarrant County, Texas there are still some challenges. According to recent data, 92.7% of Tarrant County residents have access to wired broadband. However, some areas within the county face limitations, largely due to affordable access for internet services. (Source: The Digital Divide in Dallas/Fort Worth, Texas, May 9, 2023).
- **Enhancing Middle-Skills Opportunities:** The demand for workers with industry-based certifications continues to rise as middle-skills jobs, which require more than a high school diploma but less than a four-year degree, grow.
  - The Tarrant County Board continues to braid funding for industry-based certifications, which are often aligned with in-demand career pathways. This approach benefits both job seekers and the employers. Additionally, skill-based resumes and employer job postings are key features of our Neighborhood Initiative.
- **Enhancing Access to Industry-Recognized Certifications:** TWC and its 28 Boards have expanded training strategies to increase the completion of industry-recognized certifications that meet employer-defined needs, in part by streamlining new employment hiring and orientation. Boards and employers identified the top certifications needed for high-demand jobs in their local areas. Certifications were awarded in industries such as manufacturing, healthcare, construction, information technology and transportation.
  - As stated above, due to the Board's strategic braiding of Adult Education and Literacy funding and WIOA funding, we were early proponents of this focus. We look forward to seeing its growth as it meets the skill needs of employers and the progression along in demand career pathways for residents.

The Tarrant local Board strategies complement the Texas Workforce Commission's WIOA plan as well as the Governor's Tri-Agency Plan for the multiple agencies under his Texas Workforce Investment Council. We look forward to collaborating with the state in 2025 and beyond to share and gain knowledge from their work.

### **Fiscal Impact**

The plan will help inform future funding needs

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING BOARD COMMUNICATION**

**Date:** February 12, 2025

- Action Item**
- Briefing Item**
- Committee Report**

**Submitted by:** Judy McDonald, Executive Director

**Prepared by:** Lacey Douglas, Communications & Events Director

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**Action Requested:**

Approve the Workforce Development Board Appointment

**Discussion:**

As of February 12, 2025, we will have a vacancy on our board (Economic Development position). Below is our nominee for appointment to the WDB. Once approved at the February 12<sup>th</sup> meeting and the appropriate form signed by Workforce Governing Board Chair, Judge O'Hare the paperwork will be sent to the Texas Workforce Commission.

**Board Appointments and the category they represent:**

- Economic Development
  - Jessica Heer, Executive Vice President, Fort Worth Economic Development Partnership

Jessica Heer is the Executive Vice President of Economic Development at the Fort Worth Economic Development Partnership (Fort Worth EDP), overseeing business attraction strategy, marketing, and day-to-day operations of the organization.

Prior to joining the Fort Worth EDP, Jessica served as Senior Vice President of the Dallas Regional Chamber (DRC), where she was responsible for creating and accelerating the marketing and brand strategy for the DRC, affiliated brands, and its strategic priorities.

During her tenure at the DRC, Jessica led the creation and launch of several marketing campaigns, including the Say Yes to Dallas talent attraction campaign, Business Works Better Here corporate recruitment campaign and the Why Dallas campaign. Her organization's efforts led to many successful corporate recruitment projects, including AT&T, Jacobs, Kubota Tractor Corporation, and Toyota Motor North America.

Jessica earned a bachelor's degree from Midwestern State University and her master's degree from the University of North Texas. She and her husband, Michael, have two children.

**Fiscal Impact:**

None



A proud partner of the American Job Center network

## Workforce Development Board Meeting

9:00 a.m. December 11, 2024

Lena Pope Amon Carter Center – 3200 Sanguinet St., Fort Worth, TX 76107

### MINUTES

**WDB Members Present:** Lillie Biggins, Mike Coffey, Felicia Davis, Leo Del Calvo, Mike Doyle, Mary Farris, Mike Gerro, Joan Grigsby, Jon Gustafson, Antoinette Karriem, Jennifer Limas, Dr. Daniel Lufkin, Jerletha McDonald, Rosa Navejar, Bruce Payne, Dr. Di Ann Sanchez, Tyrone Taylor, Robert Teran, Raymond Todd, Estrus Tucker, and Gracie Vega

**WDB Members Absent:** Kimberly Baker-Jones, Dr. Marcelo Cavazos, Jana Harris, Dr. Marie Holliday, Andrew Johnsen, Deb Jones, Jeff Postell, and Leslie Scott

**Staff Present:** Karen Blue, Jack Cummings, Tracey Cummings, Kristi Davis, Lacey Douglas, Kay Gollihugh, Steven Gonzalez, Brenda Harrist, Mervil Johnson, Love Kelly, Valerie Kelton, Judy McDonald, Jauneen Maldonado, Melissa Mata-Valadez, Jann Miles, Jill Navarrete, Michael Selinski, Tabitha Smith-Moore, James Stokes, and Mark Tristan

**Legal Counsel Present:** Carvan Adkins

#### I. Call to Order

Tyrone Taylor, Board Chair, called the Workforce Development Board (WDB) Meeting to order at 9:03 a.m. There was a quorum of members present.

#### II. Public Comments

Mr. Taylor inquired if there were any audience members who had submitted a request to make a public comment. Chakib Chehadi, President and CEO, C2 Global Services, completed a Speaker Card with the subject to be addressed: Thank You, Judy.

Mr. Chehadi opened his remarks by thanking Judy McDonald for sharing her wisdom and commitment to the community. Mr. Chehadi expressed his gratitude for their long friendship and collaboration. He concluded how Tarrant County and the C2 GPS family will miss Ms. McDonald and wished her the best in the future.

### III. Special Introductions and Recognitions

Mr. Taylor introduced Leo Del Calvo, President, FSI Apparel, Inc. as a new member of the Workforce Development Board. Mr. Del Calvo has replaced Buddy Puente and will be a Private Sector Representative on the Board. His biography was included in the packet. Mr. Del Calvo thanked the Board for having him and he looked forward to serving on the Board.

Next, Mr. Taylor introduced the following staff members to the Board, some of whom were in attendance:

- Karen Blue – AEL Planner/Contract Manager
  - For over 20 years Dr. Blue worked in education serving adult education and literacy students for the last 10 years as part of the Arlington ISD team. Dr. Blue completed a PhD in K-16 Educational Leadership and Policy Studies from the University of Texas at Arlington.
- Colton McDonald – IT Operations Manager
  - Colton has returned to WSTC to manage the Help Desk and Virtual Services Unit within the WSTC IT Department. He previously worked for WSTC from 2016-2023 in Help Desk and Admin Roles. Colton obtained multiple certifications including CompTIA Security+ and CompTIA Project+.
- Peter Chantharaj – IT Support Specialist
  - Peter was a customer at the Arlington Workforce Center, and it was recommended after his career assessment that he consider an IT path. Peter has continued to work on certifications and training related to his new career. In previous Sales roles he developed strong customer relations skills.
- Jermaine Williams – IT Support Specialist
  - Jermaine transitioned to IT while pursuing his Associate of Arts in Information Technology-Office Technology with skillsets in IT asset management and customer service. Jermaine previously worked in retail management and IT asset management roles.
- Jason Scanlan – Deputy Director, Business Solutions
  - Jason was a Business Liaison for WSTC and recently promoted to the Deputy Director position on our contractor side with C2 Global. Jason was the point of contact for Tarrant County businesses in the specialized industry sectors including Government, IT and Hospitality. He collaborated and created partnerships for subsidized employment programs. Jason was recently recognized as the American Job Center Business Services Unit Team Member of the Year by the Texas Veterans Commission.

Mr. Taylor shared an additional recognition for Workforce Solutions for Tarrant County included the National Association of Minority Contractors DFW Chapter 2024 Golden Shovel Award – Community Champion.

Mr. Taylor introduced a video recognizing Workforce Solutions for Tarrant County ancillary contract partners who provide specialized services for customers. Those highlighted were:

- The Women's Center – Terri Rios, Director, Employment Solutions
  - Women, men, and children are inspired and empowered to overcome violence, crisis, and poverty. WSTC partners with job placement services to assist considerable risk customers in the community to gain employment and a more stable financial future.
- Goodwill of North Central Texas – Theresa Lam, Regional Director
  - Education, training, and job placement services are offered in collaboration with WSTC as well as Adult Education and Literacy and GED programs.

- Pathfinders – Kathryn Arnold, Chief Executive Officer
  - Single parent homes, veterans, financially vulnerable families, and those entering the workforce after incarceration are assisted with needed services along with collaborative efforts from WSTC in employment assistance.

Each partner offered their congratulations and well wishes to Judy McDonald on her retirement. Ms. McDonald thanked the partners and expressed gratitude for their contributions to the community. Additionally, she commented on their support of the career centers in providing assistance specific to the needs of customers in addition to the services WSTC provides day to day.

#### **IV. Approval of WDB Consent Agenda Items**

**It was moved by Estrus Tucker and seconded by Vice-Chair Rosa Navejar to approve the WDB Consent Agenda Items.**

**The motion carried unanimously.**

**WDB Consent Agenda Items included the following:**

1. Approve the Minutes of the August 28, 2024 Workforce Development Board Meeting
2. Accept Committee Reports: Workforce Improvement
3. Accept the Financial Report
4. Authorize the Executive Director to award, negotiate, and execute a contract for financial audit services with Patillo, Brown, and Hill for the Fiscal Year ended September 30, 2024, with the stipulation that the engagement may be renewed for up to four additional years, based on successful performance
5. Accept report on recent Solicitations for Grant Applications (SGA)
6. Accept the Performance Report and Analysis
7. Accept the Layoff Report
8. Accept the 2025 Workforce Development Board Meeting Schedule

#### **V. Action Items**

**The WDB Action Items included the following:**

- Accept a presentation and approve the Board's 2025–2028 Local Plan Strategies
- Approve the 2024–2025 Target Occupations and Demand Industries List for 2025-2026

Mr. Taylor recognized Jann Miles, Planning Director, to present the action to Accept a presentation and Approve Workforce Solutions for Tarrant County's 2025-2028 Local Plan Strategies. Board Members were instructed the action item could be found on Page 26 as well as in their handout packet. Ms. Miles introduced three guest speakers who reported updates and data on three projects integral to the Local Plan Strategies:

- Heidi Nielsen – Deputy Director of Operations, C2 Global
  - Workforce Center Realignment Project
- Brenda Harrist – Programs Oversight Director
  - Neighborhood Strategies Initiative
- Jesse Herrera – CoACT Executive Director
  - Human Centered Design in Workforce Centers

Ms. Nielsen opened by stating the research for the Realignment of the Centers began in 2019 and presented the key areas of focus. These included the Document Processing Unit with subsets of Data and Document Specialists along with Eligibility Specialists who were incorporated to assume administrative tasks from Career Advisors. This readjustment has been helpful in increasing the number of customers served in Tarrant County and allowing the advisors to focus on job placement. Ms. Nielsen provided data which indicated an increase in Adult WIOA enrollment by 17% and Displaced Worker placement by 32% from 2023 to 2024 because of the realignment effort.

Next, Ms. Nielsen explained that at least one in-person Triage Specialist was provided in each Center to be the first person after the Welcome Unit to engage with customers regarding eligibility assessment, resources such as partnership referrals and housing assistance. She discussed the need for virtual services as well where customers could connect with a Triage Specialist online to gain access to applicable resources online usually within 48 hours.

Increased efficiency was presented in a data snapshot from 2022-2024. The areas of impact were the number of days enrolled in WIOA, and number of days enrolled into an employment activity. Ms. Nielsen explained the days an Adult was enrolled in WIOA dropped 90 days with Young Adults showing a 123 day drop in enrollment. Additionally, due to realignment efforts, the number of days to job placement dropped by 94 days for Adults, Dislocated Workers by 89 days and Young Adults by 172 days.

The timeline of the project was presented with research beginning in 2019 and full implementation by the end of 2023. The capabilities of the center included transitioning to a paperless system and updated technologies where all services could be accessed virtually. In closing, Ms. Nielsen credited the realignment of the centers with providing customers with a positive experience with a focus on treating the customer and their needs with importance.

Next, Brenda Harrist presented an update on the Neighborhood Strategies Initiative developed to serve the lowest income populations identified in two Fort Worth areas. The Marting Luther King Community Center and Northside Community Center opened on February 13, 2024 offering services two days a week. C2 Staff prepped for opening by training specific staff to be assigned to the project so the community would see a consistent staff member. The goal was to provide customers with a full-service opportunity at the Community Centers with their staff and without having to visit a traditional center.

Ms. Harrist noted the Board received a grant on September 1, 2024 to fund staff, resources at the centers and job placement services to increase wage potential and retention. Skill based resume instruction and education has been implemented in conjunction with outreach to neighborhood employers. This summer, the Board with TWC approval, allocated over \$500,000 in TANF funds for a Summer Youth Initiatives to focus on these two neighborhoods and paid internships were provided to 96 young adults.

Neighborhood Job Fairs were hosted by each Community Center in September 2024 targeting area employers in the surrounding neighborhoods. The MLK Community Center hosted their job fair on September 12th. Ms. Harrist stated that 241 job seekers were in attendance. Sixteen employers were on-site with 252 available jobs with 22 firm job offers extended. The Northside Community Center held their job fair on September 19th with 306 job seekers in attendance. Sixteen employers attended with 159 jobs available and 35 firm job offers were extended at the event. The grant received on September 1<sup>st</sup> for staff included and allowed our Board to fund a Human Centered Design investigation to help WSTC understand why residents in these 2 neighborhoods, or any economically distressed areas, cease to access Workforce services at the larger centers.

Ms. Harrist introduced Jesse Herrera, Executive Director of CoAct, a Social Design Firm in Fort Worth, Texas, which assists project partners in developing design solutions in addressing today's pressing social issues. Mr. Herrera opened his remarks by stating his firm designs alongside communities and organizations to untangle complex problems by learning and understanding each entity's challenges and day-to-day issues experienced by the people being served.

Mr. Herrera stated their work was project based. Their mission is Human Centered Design and to brainstorm ideas with partners and create solutions to address the issues. Mr. Herrera explained the process had three phases including:

- Exploration - learn about the issue
- Discovery - includes working with partners on insights and prototypes
- Deployment - build a self-sufficient solution to be grown by the organization

Mr. Herrera presented several of CoAct's design examples of their work. Real Stories explored the insights gained through listening to the experiences of community members which transformed into a traveling art gallery raising awareness of homelessness among college students. An installation is at Tarrant County College with one planned for Dallas College along with a virtual platform. Mr. Herrera presented images of the gallery to the Board.

Mindful Market is a farmers' market that was hosted at Texas Wesleyan University which addresses food insecurity with a goal to increase food accessibility. Mr. Herrera stated through research, it became apparent that there was a lack of cultural representation within the market arena spaces. Grow Southeast, an urban network of farms along the Trinity River, addressed food disparities in the area. The objective is to help the farms reach self-sufficiency and address policy barriers when developing the farms.

Mr. Herrera commented CoAct's goal for Workforce Solutions is to understand the MLK and Northside communities and be informed in looking for solutions. Steps completed include meetings with leadership and surveys developed for staff and leadership to gain perspective on issues and potential opportunities. Steering committee recruitment, collecting data, and building insights from data are part of the next steps. He further explained, his team will utilize photo voice which includes the community as researchers. Using photographic methods will help to identify issues encountered by the community as they engage with Workforce. Mr. Herrera thanked the Board.

**It was moved by Dr. Di Ann Sanchez and seconded by Estrus Tucker to accept the following WDB Action Item:**

- Accept a presentation and approve the Board's 2025–2028 Local Plan Strategies

**The motion carried unanimously.**

Next, Mr. Taylor stated Ms. Miles would present the second action item to Approve the 2024-2025 Target Occupations and Demand Industry List for 2025-2026. Board Members were instructed the action item could be found on Page 27 of the packet.

Ms. Miles commented this year was different than in the past with the Texas Workforce Commission as we were usually limited in number of industries as Demand industries, which is not the case this year. However, between now and 2035 there will be an extreme change within Workforce as far as skills are concerned due to the emergence of AI (Artificial Intelligence). Board staff recently took an AI course from NAWDP (National Association of

Workforce Development Professionals) which offered a snapshot of the technology moving out of IT and into everyday experiences. Taking this technology forward into curriculum building will be challenging going forward for Workforce Development.

Ms. Miles presented slides covering specific industries with the number of jobs in each sector in 2022 and the number of jobs projected for 2032. The data included the average earnings per job and turnover rate. A few industries showing continued growth Ms. Miles discussed included Advanced Manufacturing such as Aerospace and Motor Vehicle Manufacturing (General Motors). Food and Beverage Manufacturing in Tarrant County will continue to grow with a large Beverage Manufacturer moving into the area.

Ms. Miles provided information on emerging industries including Semiconductor and Scientific Research with projected job growth of over fifty percent within the decade. Ms. Miles briefly covered the recent National government CHIP grant awarded to Texoma/Richardson through TI for semiconductors. Due to distance logistics, WSTC could not facilitate job placement for Tarrant County residents. However, semiconductor suppliers are local and WSTC supports the growth of the sector's job training in the county. The local growth in Pharmaceutical Research Manufacturing (Alcon) was also noted with a focus on improving growth and quality of pharmaceutical products in Tarrant County.

Regarding the sector of Motor Vehicle Manufacturing, Rosa Navejar inquired about local auto dealerships and associations working with WSTC in job placement and training other than General Motors. She stated Autobahn, North Texas Chevrolet Dealers and Ford are now working with Fort Worth ISD to teach mechanics for vehicles of today. Steven Gonzalez, Business Services Director, commented WSTC is working with the North Texas Auto Dealers Association and with local GM suppliers, to provide apprenticeships in the Arlington area. Dr. Daniel Lufkin stated Tarrant County College works with several automotive companies in the local area on training for electric vehicles. Dr. Di Ann Sanchez requested to learn more regarding broad salary discrepancies between Motor Vehicle Parts Manufacturing and Motor Vehicle Manufacturing. Ms. Miles commented those are the average earnings per job with parts suppliers below those of an employee at GM.

Ms. Miles stated the Child Care Industry has been brought in as a Target Industry as it was recognized by the Workforce Improvement Committee as critical to other industries. Ms. Miles included industries with the most projected growth. Ms. Miles' research covered growth in Construction in all areas from utility system construction to the building of highways, streets, and bridges. Healthcare was the largest industry with offices of physicians adding the most employees.

Ms. Miles remarked Hospitality and Entertainment plus Motion Pictures and Video Industries were included as they had created strong career pathways and added significant revenue to the area. Tarrant County College offers training in many areas of these industries such as set design and electrical training. Ms. Miles stated Demand Occupations with the most growth included General Freight Trucking, Information Technology, and Taxi and Limousine Services (including Ride Share Services).

In closing, Ms. Miles stated she would answer questions the Board might have after the meeting. Mr. Taylor expressed the Board's appreciation of Ms. Miles' facilitation of this important topic.

**It was moved by Mike Gerro and seconded by Mike Coffey to approve the following WDB Action Item:**

- Approve the 2024–2025 Target Occupations and Demand Industries List for 2025-2026

**The motion carried unanimously.**

## **VI. Report from the WDB Chair**

Mr. Taylor opened with a reminder to Board Members to return their Administrative Review Packets to remain in compliance. He also informed the Board on Committee Structure updates (which could be found in the Handouts packet). Mr. Taylor stated the Leadership Committee formed a separate subsection to oversee the Executive Search and this committee has been continuing to interview candidates to replace the current Executive Director, Judy McDonald, retiring in January 2025. He continued that discussions have been ongoing, and a good slate of candidates have shown interest in the role.

Next, Mr. Taylor reviewed the Texas Association of Workforce Boards Meeting and Texas Workforce Commission Annual Conference. Gracie Vega and Ms. McDonald attended the TAWB and WIN (Workforce Innovation Network) Meetings in Grapevine, Texas in early December. Ms. Vega commented on the consensus reached about the direction of TAWB, the strong leadership displayed, and the benefits of being a member along with access to the TWC Commissioners. Ms. McDonald also stated the organization had returned with renewed enthusiasm and with support from the Board, WSTC had re-joined the organization to be part of the new direction. The Directors will continue to collaborate and assist TAWB.

Ms. McDonald covered the Big City Mayors letter to members of the Texas Congressional Delegation about the recent House passage of the reauthorization WIOA (Workforce Investment and Opportunity Act) legislation. While pleased with the passage, Ms. McDonald stated there are provisions of concern regarding local workforce development areas. Ms. McDonald requested assistance with advocacy supporting efforts to ensure job training programs meet the needs of the local economy and includes support services for potential employees. Additionally, she remarked the next legislative session of the Texas Legislature will begin early next year and Child Care is a prominent issue to remain informed on and support. Updates to the Board Members will be distributed as the processes progress.

## **VII. Executive Director's Report**

Ms. McDonald began by recognizing Jill Navarrete, Assistant Director, and her efforts spearheading the Workforce Center Realignment Project. She stated Ms. Navarrete was critical in implementing the efficiency efforts of the Centers as well.

Next, Ms. McDonald reminded the Board this would be her final meeting. She stated her admiration for the leadership of the Board Chairs and Officers that have made the success of the organization possible and recognized many in attendance. Ms. McDonald remarked the support of the Board Staff has been inspiring. She recognized numerous elected officials for their support over the years and thanked all in attendance for the opportunity to serve.

## **VIII. Discussion**

Mr. Taylor expressed his appreciation for Ms. McDonald's service and guidance over the years and then opened the floor up to the Board Members for additional remarks. Jennifer Limas commented on the longevity of the staff and the impact her leadership has had on the community.

Dr. Sanchez thanked Ms. McDonald for her wealth of knowledge, historical education and helping the Board do a better job.

Jerletha McDonald thanked Judy for being a champion for Child Care.

Mike Doyle thanked Ms. McDonald for her willingness for Board Members to attend events pertaining to Workforce which gives the members a better understanding of the work being done.

Joan Grigsby commented that Ms. McDonald makes sure that everyone has a place in the room and helps the Board become representatives of the community.

Estrus Tucker recognized Judy for her exemplary example of creating powerful partnerships of Boards and Staff leadership.

Lillie Biggins stated it had been an honor to watch the work Ms. McDonald has done in the community. She continued by offering her appreciation of Ms. McDonald's leadership.

Mr. Taylor and Ms. McDonald closed the Board Discussion with a video of the Hiring Red, White & You! Job Fair in November.

## **IX. Adjourn**

There being no further business, the WDB Meeting was adjourned at 10:41 a.m.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

**Date:** February 12, 2025

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Action Item      | Submitted by: Bruce Payne, Workforce Improvement Committee Chair |
| <input type="checkbox"/> Briefing Item               |  |
| <input checked="" type="checkbox"/> Committee Report | Prepared by: Steven Gonzalez, Business Services Director         |

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**Action Requested:**

Accept the Workforce Improvement Committee Report

**Committee Goals:**

**Goal #4**

Improve the quality of the existing, potential, and future workforce in Tarrant County through strategic partnerships.

**Goal #5**

Develop and offer responsive Business Services to help Tarrant County businesses, especially smaller businesses, meet their human resource needs and improve the quality of the workforce available to them.

**Discussion:**

The Workforce Improvement Committee met via Zoom on January 22, 2025. Steven Gonzalez, Business Service Director, will be the new committee staff liaison. He asked the committee to approve the minutes of the September 2024 Workforce Improvement Committee. He then went over a summary of strategic topics and outcomes by meeting for the 2025 committee schedule.

**1. Strategic Focus Discussion: Industry Deep Dive**

- Preview of First Two Meetings: Industry Deep Dive #1 and #2
- Plan for Final Two Meetings: Share Findings and Recommendations
- Action: Identify additional resources or participants needed.

**Strategic Focus Discussion: Industry Deep Dive**

**Industry Focus #1:** [Construction, Aerospace or Hospitality]

- Spotlight Presentation: Employer and WSTC Partner to share insights on Labor Market Data and Workforce Challenges.

Discussion Points:

- What workforce gaps exist in this industry?
- What partnership can we leverage or develop to address gaps?
- What responsive service could help small business in this industry?

**Industry Focus #2** (Construction, Aerospace or Hospitality)

- Overview of the high-demand industry selected for discussion in Meeting 2 include:
  - Spotlight Presentation: Employer and WSTC Partner to share insights.
  - Labor market data and trends
  - Current challenges from employers and opportunities in Tarrant County
  - Examples strategic partnerships or business service to consider.

**Discussion Points:**

- What workforce gaps exist in this industry?
- What partnerships can we leverage or develop to address gaps?
- What responsive services could help small business in this industry?

**Expectations and Engagements of Guidelines**

*Committee's expectations of engagement:*

- Come prepared to discuss data and offer insights.
- Identify opportunities for partnerships or innovative solutions.
- Propose additional agenda items in advance.

**Fiscal Impact:** Future Board training and employer initiatives

# WORKFORCE SOLUTIONS FOR TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD COMMUNICATION

Date: February 12, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Mike Doyle, Committee Chair
<input type="checkbox"/> Briefing Item	
<input checked="" type="checkbox"/> Committee Report	Prepared by: Tracey Cummings, HR/EO Unit Director

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## **Action Requested:**

Accept the Workforce Delivery Systems Committee Report

## **Background:**

The Delivery Systems Committee met in person on Thursday, January 30<sup>th</sup>. The Committee approved the minutes from the August 2024 meeting.

## **Discussion and Approval of Child Care Policy Updates**

Tiffany Clayton, Child Care Program Unit Director, briefed the Committee on the Child Care Policy updates which included recommended and rescinded Board Child Care Program policies. She also provided the members a Metrix which included Rules for TWC Child Care and Board rules adopted September 13, 2022, and effective January 13, 2025, unless otherwise noted. The change in the rules is intended to provide consistency among all Boards in the state.

Following the briefing, after a brief discussion and questions from Board Members, the Committee approved the Child Care Policy Updates to forward to the full Board for approval.

## **Texas Workforce Commission (TWC) Performance Report**

Doug Arnold, Quality and Monitoring Director updated the Committee regarding the lack of performance data and local challenges with the Monthly Performance Report. A new performance reporting system was implemented by the Texas Workforce Commission in April 2024. Based on our records, some of the data is inaccurate.

The last performance reports the state issued was for August 2024. Prior to the new system, Boards were issued reports by the end of the current month through the prior month. The Boards currently only have reports through August 2024 but should have them through November 2024. These problems are not just in our area but exist statewide and TWC was informed by Executive Directors that their data is incorrect. TWC verified they are aware of the problems.

TWC recently announced the resignation of their Chief Analytics Officer, effective February 2024 and indicated they are combining departments to adjust to the vacancy. Board staff said they would keep the Committee, and the Board updated on the situation.

## **Committee Schedule Approval & Discussion of Meeting Platforms**

Mike Doyle expressed his desire to conduct the Workforce Delivery Systems Committee Meetings in person. The proposed dates for the future meetings were discussed as well and most members indicated they prefer in person meetings. There were concerns that the May meeting is scheduled during graduation season. The meetings will be adjusted as needed to accommodate the attendance of committee members.

## **Briefing from Collaborative Group & Delivery Systems Updates**

### **AEL (Adult Education & Literacy)**

Jauneen Maldonado, AEL Director briefed the committee on the AEL consortium report and activities. A new grant cycle began on July 1, 2024. The consortium is currently serving 52% of their total served target of 4,825 participants and is on track to meet all their targets by June 30, 2025.

In the four added counties of Johnson, Erath, Hood, and Somervell, our provider, Tarrant County College District, added in-person classes at previously provided class locations in each county. There are also remote classes offered in the county. The transition has been smooth, and the consortium continues to move forward with minimal impact for the current students while continuing to increase the number of participants served in these counties.

### **Workforce Delivery Systems Updates**

Jill Navarrete, Assistant Director presented the Workforce Delivery Systems updates along with input from staff members.

The Board is gaining traction in the two targeted communities of Northside and Southeast Fort Worth. Job Fairs have been hosted and the board is exceeding the grant enrollment goals.

The Committee was briefed on the Reemployment Services and Eligibility Assessments (RESEA). The program has been expanded to include all unemployment insurance (UI claimants), not just those most likely to exhaust their benefits. Additional funding of \$590,000 was provided to expand enrollments and pilot intensive staff training.

The Board is also preparing to submit for a Fatherhood Grant through The Administration for Children and Families. Mervil Johnson, Collaboration Director is preparing to compete for this opportunity. The grant is expected to release for proposals in March 2025.

The Committee was updated on the Wagner-Peyser Federal Rule changes from the Department of Labor (DOL). The Employment Services Staff located in our workforce centers and Board Business services under our supervision, must be supervised only by other Employment Services staff. The functions of that staff (35 in Tarrant County) has also been limited to labor exchange roles defined in the guidance. This change must be in place starting January 2026. We are still awaiting TWC guidance.

The Committee was also briefed on Data Systems state level restructuring of all Case Management and Performance Reporting Systems used in delivery services at the local level. These include TWIST to WIT for most programs and TWIST to TXC3 for Child Care programs and ongoing challenges in TEAMS for AEL programs. None of the systems have had a smooth roll out and continue to require our input and “fixes” at the state level which are causing frustration and delays for customers, providers, and front-line staff.

### **Communications Update**

Lacey Douglas, Communications & Events Director provided the committee an update on the outreach and event activities of Workforce Solutions for Tarrant County (WSTC) since the last meeting and she also shared upcoming events.

It was announced that Nicole Allen was named Child Care Director for Workforce Solutions for Tarrant County, and the Post L Group won the Employer Award of Excellence Award at the Texas Workforce Commission’s annual conference.

# WORKFORCE SOLUTIONS FOR TARRANT COUNTY WORKFORCE DEVELOPMENT BOARD COMMUNICATION

Date: February 12, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Tiffany Clayton, Child Care Program Unit Director
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Tiffany Clayton, Child Care Program Unit Director

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## **Action Requested:**

Approve the Board Child Care Program policy changes as recommended by the Workforce Delivery Systems Committee.

## **Background:**

On September 13, 2022, the Commission adopted the following amendments to the following sections of Chapter 809, relating to Child Care Services:

Subchapter A. General Provisions, 809.1 and 809.2

Subchapter B. General Management, 809.13 – 809.16 and 809.18 – 809.20

Subchapter C. Eligibility for Child Care Services, 809.41, 809.42, 809.44, 809.48, 809.50, 809.51, and 809.55

Subchapter D. Parent Rights and Responsibilities, 809.71 – 809.73, 809.75, and 809.78

Subchapter E. Requirements to Provide Child Care, 809.91 – 809.96

Subchapter F. Fraud Fact-Finding and Improper Payments, 809.112 and 809.115

Subchapter G. Texas Rising Star Program, 809.130 – 809.136

TWC added the following new section to Chapter 809, relating to Child Care Services:

Subchapter C. Eligibility for Child Care Services, 809.56

Chapter 809 allows Boards to establish policies for various aspects of the Child Care Services program. To provide greater consistency in the child care service delivery throughout the state, the Commission amended Chapter 809 to provide standard eligibility requirements statewide and greater efficiency in the following policy areas:

- Statewide Waiting List Management
- Statewide Parent Share of Cost Assessment
- Statewide Income and Activity Eligibility Requirements
- Statewide Policy on Child Care during Education
- Statewide Policies on Children with Disabilities

Local Board policies impacted by the statewide amendment are recommended to be rescinded.

Board staff reviewed TWC rule changes, and the following local policy change recommendations are being submitted for consideration, to be effective January 13, 2025:

§809.19. Assessing the Parent Share of Cost

**Board Policy:** The child care provider is responsible for collecting the parent fee from parent. The fee must be paid before services are rendered. The provider must collect the fee on the recommended weekly or bi-weekly basis.

§809.20. Payment for Transportation

Board Policy: Rate will be paid if the combined total of the published rate, plus the transportation rate, is subject to the maximum payment rate.

§809.43. Priority for Child Care Services

Board Policy: Board priority groups for placing children off the wait list will include:

- Full time Care/ Full Year care (working/school/training)
- Sibling(s) of enrolled child/ren
- School age children of DFPS Child Protective Services family referrals
- WIOA Participants (working/school/training)
- Any community program or project coordinating with the Board for child care services
- Recognized Partnership referrals
- Protective Services/ Specialist Project Categories deemed by TWC.

§809.71. Parent Rights

Board Policy: A parent can have no more than 4 transfers per eligibility period, and it will be set to match the payment period for provider, unless there are extenuating circumstances.

§809.115. Corrective Adverse Action for Violations of Absence Reporting

Board Policy: Board will ensure that Board's child care contractor will take corrective action consistent with attendance requirements specified in G-500 and Fraud Deterrence and Compliance Monitoring Letter 01-24 against a provider/parent.

**Board Rule Legend:**

New rule updates are in purple and language updates to remain in compliance to proper terms of TWC are in gold of the Board Rule Metrix attached.

**Discussion:**

The purpose of the amendments to Chapter 809 is to implement House Bill (HB) 2607, HB 1792, Senate Bill (SB) 1555, 87<sup>th</sup> Texas Legislature, Regular Session (2021), and improve TWC's Child Care Services (CCS) program.

**Fiscal Impact:**

None



**ATTACHEMENT 1: Board Rules for TWC Child Care and Development Rule**  
**Adopted September 13, 2022 to be Effective January 13, 2025 unless otherwise noted**

TWC Rule	Rule Explanation	Workforce Solutions Board Rule
<p><b>809.18 Maintenance of a Waiting List</b></p>	<p>A Board shall ensure that a list of parents and children waiting for child care services, because of the lack of funding or lack of providers, is maintained and available to the Commission upon request.</p> <p><i>TWC established a statewide policy to require that Boards contact the parent every three months (90 days) and remove the child from the waiting list if the parent indicates that child care services are no longer required or does not respond to the Board regarding the continue need of child care services.</i></p> <p>(a)(3) Direct Referral by Recognized Partnerships:</p> <p>Children directly referred from recognized pre-K or Head Start/Early Head Start (HS/EHS) partnership to a child care provider to receive</p>	<p><b>*Board Rule -RESCINDED [Effective 01/13/2025]*</b></p> <p>The parent is determined to be potentially eligible for child care services before placing on the wait list using TWIST; and parent must update information every 6 months.</p>

	<p>services in the contracted partnership program, will be exempted from Board’s waitlist, subject to the availability of funding and availability of subsidized slots at the partnership site.</p>	
<p><b>809.19 Assessing the Parent Share of Cost</b></p>	<p>TWC established a <i>statewide</i> parent share of cost (PsoC) <i>policy</i> with a sliding fee scale based on the family size and gross monthly income and represented by a percentage of the SMI. This percentage will be established, reviewed annually, and if necessary revised by the Commission</p>	<p>The same sliding fee scale will be used for all <u>applicable</u> funding sources.</p> <p>The child care provider is responsible for collecting the parent fee from parent. The fee must be paid before services are rendered. <b>The provider must collect the fee on the recommended weekly or bi-weekly basis.</b> The fee schedule and collections must be documented.</p> <p>The provider <u>will not</u> be paid for uncollected parent fees. The provider may deny child care services if the fee is not paid. The provider must call the CCMS to report that the parent has not paid the fee within one working day of the delinquent fee, and the provider must notify the CCMS prior to the denial of care.</p> <p>Parent’s failure to pay the parent share of cost is considered a program violation that is subject to early termination of child care services. Parent must pay provider before the family can be redetermined eligible for future TWC-funded child care services or transferred to another provider.</p> <p><b>*Board Rule -RESCINDED [Effective 01/13/2025]*</b>  If 20% or more of the total terminations from Child Care Services within a program year are related to a parent’s non-payment of their assigned PSOC, this constitutes frequent terminations and the Board’s PSOC scale will be re-</p>

		evaluated to ensure the fees are not a barrier to assistance for families at certain income levels.
<b>809.20 Maximum Provider Payment Rates</b>	<p>Based on local factors, including a market rate survey provided by TWC, a Board shall establish maximum provider rates for child care subsidies at or above a level established by TWC in order to ensure that the rates provide equal access to child care in the local market and in a manner consistent with state and federal statutes and regulations governing child care.</p> <p>TWC established a <i>statewide policy</i> that aligns age groups for payments with age groups defined by CCR.</p> <ul style="list-style-type: none"> <li>(A) Infants ages 0 through 11 months;</li> <li>(B) Infants ages 12 through 17 months;</li> <li>(C) Toddlers ages 18 through 23 months;</li> <li>(D) Toddlers age 2 years;</li> <li>(E) Preschool age 3 years;</li> <li>(F) Preschool age 4 years;</li> <li>(G) Preschool age 5 years; and</li> <li>(H) School-age 6 years and older</li> </ul> <p>809.20(b)(1),(c),(d) prohibits providers at the Entry Level to be eligible for enhanced rate.</p> <p>809.20(b)(2) includes infants and toddlers for enhanced rates for providers</p>	Tarrant County Board Provider Maximum Rates established based at level established by TWC on affordable units and allocation methodology by facility types and age groups.

	<p>participating in the Texas School Ready program.</p> <p><b>809.20(f) Payment for Transportation</b></p>	<p>Child Care providers offering a transportation rate as a separate rate will be paid only for CCMS referred children receiving transportation service. Transportation cost is limited to \$2.50 per trip, not to exceed \$10 per day.</p> <p>Rate will be paid if the combined total of the published rate, plus the transportation rate, is subject to the maximum payment rate.</p>
<p><b>809.22 Direct Child Care Referrals for Recognized Partnerships</b></p>	<p>A Board shall establish policies and procedures to enroll eligible children who are directly referred by a recognized partnership.</p>	<p>Recognized child care partnerships exists between a <b>Child Care Service (CCS)</b> child care provider and one of the following:</p> <ul style="list-style-type: none"> <li>• A public school prekindergarten provider</li> <li>• A local education agency</li> <li>• A Head-Start or Early Head Start (HS/EHS) program</li> </ul> <p>Both parties will enter into an agreement and serve dully enrolled children under age six. Child care providers will be paid for wraparound child care services. Children directly referred from recognized partnership will be exempted from Board’s waitlist, subject to the availability of funding and availability of subsidized slots at the partnership site. Priority of services will be applied to pool of direct partnership referrals if funding is limited, or number of direct referrals exceed the available slots.</p>

<p><b>809.43 Priority for Child Care Services</b></p>	<p>The third priority group includes any other priority adopted by the Board.</p>	<p>Board priority groups for placing children off the wait list will include:</p> <ul style="list-style-type: none"> <li>• Full Time Care/Full Year Care (working/school/training)</li> <li>• Sibling(s) of enrolled child/ren</li> <li>• School age children of DFPS Child Protective Services family referrals</li> <li>• WIOA Participants (working/school/training)</li> <li>• Any community program or project coordinating with the Board for child care services</li> <li>• Recognized Partnership referrals</li> <li>• Protective Services/ Special Project Categories deemed by TWC</li> </ul>
<p><b>809.71 Parent Rights</b></p>	<p>Transferring children from one provider to another.</p> <p>Minimum Waiting Period</p>	<p>A parent can have no more than 4 transfers per eligibility period and it will be set to match the pay period for providers, unless there are extenuating circumstances.</p> <p>A parent will wait a minimum of two weeks prior to transfer date, with exception to providers subject to CCR action, or CPS for child protective services authorized transfer, or case-by-case as determined by Board, or prohibition of transfer due to parent failure to pay parent share of cost.</p>
<p><b>809.78. Attendance Standards and Notice and Reporting Requirements</b></p>	<p>Parents shall ensure that the eligible child attends on a regular basis consistent with the child's authorization for enrollment and attendance standards. Failure to meet attendance may result in termination for the child due to excessive unexplained absences.</p>	<p>Parents will be made aware that authorized care days on which a parent fails to bring child are treated as paid absences and included in the absence count. A child is allowed 40 undocumented absences in a 12-month eligibility period.</p> <p>Parent shall report attendance and absences and adhere to Agency procedures for reporting attendance and absences, including the use of the Agency's attendance reporting system.</p>

<p><b>809.92 Provider Responsibilities and Reporting Requirements</b></p>	<p>Board may develop a policy that allows providers to charge parents more than the assessed parent share of cost in instances where the provider’s published rate exceeds the Board’s maximum rate to all parents assessed a parent share of cost.</p> <p>Placement of eligible children to an eligible provider.</p> <p>A Board shall ensure that providers are given written notice of and agree to their responsibilities, reporting requirements, and requirements for payments under this subchapter prior to enrolling a child.  (b) Providers shall:  (4) follow attendance reporting and tracking procedures required by the Commission</p>	<p>Texas Rising Star/ Child Care Services providers <u>may not</u> charge parents for the difference when their published rate exceeds the maximum payment rate.</p> <p>Child Care Service contractor can authorize placement of children to a provider up to the facility’s licensed capacity. Maximum referrals for a Registered or Licensed Child Care Home can be no more than 12 children.</p>
<p><b>809.112 Fraud Fact-Finding</b></p>	<p>Board must ensure that procedures for researching and fact-finding for possible fraud are developed and implemented to deter and detect suspected fraud for child care services.</p>	<p>Fact-finding will be conducted at the contractor level and before child care services are terminated or improper payments are recouped.</p>
<p><b>§809.115 Corrective Adverse Action for Violations of Absence Reporting</b></p>	<p>Boards must establish policies and procedures to ensure that appropriate corrective actions are taken against a provider or parent for violations related to attendance reporting and fraud.</p>	<p>Board will ensure that Board’s child care contractor will take corrective action consistent with <b>attendance requirements specified in G-500 and Fraud Deterrence and Compliance Monitoring Letter 01-24 against a provider/parent.</b></p>

		<p>The provider will be terminated on the basis of suspected fraud and will not be allowed back into the program for <u>one year</u> if (1) owner, director, assistant director, or other employees of child care providers performs the attendance reporting function on behalf of the parent.</p> <p>The parent will be terminated on the basis of suspected fraud and will not be allowed back into the program for <u>one year</u> if parent violates the Commission rules and procedures related to attendance reporting.</p>
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**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING /DEVELOPMENT BOARD COMMUNICATION**

Date: February 12, 2025

<input checked="" type="checkbox"/> Action Item	Submitted by: Doug Arnold, Quality & Monitoring Director
<input type="checkbox"/> Briefing Item	
<input type="checkbox"/> Committee Report	Prepared by: Doug Arnold, Quality & Monitoring Director

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**Action Requested:**

Update the Board on challenges with the MPR report

**Discussion:**

Starting April 2024, a new performance reporting system was implemented by the Texas Workforce Commission. Since the implementation, local Boards and Contractors are relying on the Texas Workforce Commission to provide the data that generates the performance results. Based on our records, some of the data is inaccurate.

The last performance report that the state has issued is for August 2024. Prior to the implementation of the new case management system, Boards were given performance updates by the end of the current month through the prior month. Ex: End of December 2023 performance through January 2024. Based upon the previous schedule, local Boards should have been updated through November 2024 and not August 2024.

Boards were directed to a newly developed Texas Workforce Commission SharePoint Site where they can access the data contributing to the performance reports. Currently, the site is reporting the year end performance results.

Recently, The Texas Workforce Commission notified the Board that their Chief Analytics Officer resigned effective February 2025. Prior communication from the Chief Analytics Officer noted there were/are challenges building a new system to include all programs. An example of this is using Choices Work Rate time period through March 2024 as a year end performance result. The time period usually ends in September each year.

This communication is to give the Board a high-level view of the concerns, issues and challenges facing local Boards. We have a copy of the year end Monthly Performance Report if anyone would like a copy.

**Fiscal Impact:**

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE DEVELOPMENT / GOVERNING BOARD COMMUNICATION**

Date: February 12, 2025

- Action Item
- Briefing Item
- Committee Report

Submitted by: Judy McDonald, Executive Director

Prepared by: Limous Walker, Rapid Response/TAA Unit Director

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**Action Requested:**

Accept the Layoff Report.

**Discussion:**

Although companies that monitor the U.S. economy are generally optimistic about the economy's growth; like many Americans, they are concerned about inflation and higher interest rates. Jason E. Taylor, Professor of Economics at Central Michigan University, said that more and more Americans are experiencing difficulties dealing with inflation and higher interest rates, especially those with significant credit card debt or those looking to purchase a car or home. Higher rates cause borrowing to become more expensive and can lead to more expensive payments. Such payments can easily impact their overall financial stability and put a strain on their household budget. First-time homebuyers are particularly affected as higher mortgage rates make it harder to qualify for a loan.

Because of inflation and higher interest rates, the importance of consumer spending is once again paramount. This factor cannot be overemphasized because consumer spending is a major component of the demand side of the supply and demand that shape the market. Production of consumer goods is likewise an important piece of the supply side and everything is great if consumers continue their current spending habits; however, some recent indicators say consumer spending habits may be changing due to increasing prices on virtually everything we purchase. When this occurs, businesses turn to layoffs to trim costs and there are indications that layoffs are on the increase. To be sure of this fact, one need only look at the Tarrant County Layoffs listing and find that 56 layoffs in 2024 and 6 layoffs in 2025, were all due to business closures. Only two were attributed to downsizing.

In the Tarrant County Workforce Development Area, the Civilian Labor Force consisted of 1,212,533 with 1,170,542 being Employed, 41,991 being Unemployed and a 3.5% Unemployment Rate. It should be noted that the Civilian Labor Force increased by 13,805 since our last combined Workforce Development Board and Workforce Governing Board meeting, the number employed has increased by 24,121, the number unemployed decreased by 17,609 and the Unemployment Rate decreased from 4.4% to 3.5%. During this period, direct Rapid Response services were provided for 65 workers at Radius Aerospace in Fort Worth.

In addition, Rapid Response Outplacement Information Packets were delivered to 15 workers at Big Lots in Lake Worth, 25 packets each to two locations in Fort Worth, 20 packets for workers in Bedford, 17 packets for workers in Arlington and 16 packets for workers in Keller. Packets were also delivered to 11 workers and 9 workers respectively at Advanced Auto Parts in two Fort Worth locations and 9 workers in Forest Hill. Completing the delivery of Packets, 75 were delivered to workers at Sodexo in Fort Worth, and 15, 17, 14, and 8 packets were delivered to three additional Big Lots in Fort Worth and one in Mansfield. Other businesses did not receive direct or indirect Rapid Response services because they failed to notify the Texas Workforce Commission that layoff or closure activities would occur at their location, or the layoff occurred prior to notification.

**Fiscal Impact:**

None

**TARRANT COUNTY LAYOFFS**  
**January 31, 2025 – May 15, 2020**

<b>COMPANY NAME</b>	<b>LOCATION</b>	<b>WARN DATE</b>	<b>NUMBER AFFECTED</b>	<b>TRADE</b>	<b>CLOSURES</b>
<i>Big Lots (Lake Worth Blvd)</i>	<i>Lake Worth</i>	<i>1/28/25</i>	<i>15</i>		<i>XXX</i>
<i>Big Lots (McCart Ave)</i>	<i>Fort Worth</i>	<i>1/28/25</i>	<i>25</i>		<i>XXX</i>
<i>Big Lots (Rufe Snow)</i>	<i>Fort Worth</i>	<i>1/28/25</i>	<i>25</i>		<i>XXX</i>
<i>Big Lots (Central Drive)</i>	<i>Bedford</i>	<i>1/28/25</i>	<i>20</i>		<i>XXX</i>
<i>Big Lots (S Cooper)</i>	<i>Arlington</i>	<i>1/28/25</i>	<i>17</i>		<i>XXX</i>
<i>Big Lots (Keller Parkway)</i>	<i>Keller</i>	<i>1/28/25</i>	<i>16</i>		<i>XXX</i>
<i>American Freight (Southwest)</i>	<i>Arlington</i>	<i>11/14/24</i>	<i>5</i>		<i>XXX</i>
<i>American Freight (Town Square)</i>	<i>Forth</i>	<i>11/14/24</i>	<i>5</i>		<i>XXX</i>
<i>Haltom's Jewelers (Camp Bowie)</i>	<i>Fort Worth</i>	<i>11/14/24</i>	<i>10</i>		<i>XXX</i>
<i>Haltom's Jewelers (Main St)</i>	<i>Fort Worth</i>	<i>11/14/24</i>	<i>10</i>		<i>XXX</i>
<i>Haltom's Jewelers (Hwy 114)</i>	<i>Grapevine</i>	<i>11/14/24</i>	<i>10</i>		<i>XXX</i>
<i>Radius Aerospace</i>	<i>Fort Worth</i>	<i>11/05/24</i>	<i>65</i>		<i>XXX</i>
<i>Seaquest Aquarkum</i>	<i>Fort Worth</i>	<i>10/31/24</i>	<i>26</i>		<i>XXX</i>
<i>Sodexo</i>	<i>Fort Worth</i>	<i>10/29/24</i>	<i>75</i>		<i>XXX</i>
<i>Dennis Uniform</i>	<i>Fort Worth</i>	<i>10/24/24</i>	<i>139</i>		<i>XXX</i>
<i>Big Lots (Overton Rigde_)</i>	<i>Fort Worth</i>	<i>10/10/24</i>	<i>15</i>		<i>XXX</i>
<i>Big Lots (Eastchase Pkwy)</i>	<i>Fort Worth</i>	<i>10/10/24</i>	<i>17</i>		<i>XXX</i>
<i>Big Lots (Walnit Creek Drive)</i>	<i>Mansfield</i>	<i>10/10/24</i>	<i>14</i>		<i>XXX</i>
<i>Big Lots (Green Oaks Rd)</i>	<i>Fort Worth</i>	<i>10/10/24</i>	<i>8</i>		<i>XXX</i>
<i>ABM Texas (TCC Trinity)</i>	<i>Arlington</i>	<i>8/15/24</i>	<i>34</i>		<i>XXX</i>
<i>ABM Texas (TCC Southeast)</i>	<i>Arlington</i>	<i>8/15/24</i>	<i>12</i>		<i>XXX</i>
<i>ABM Texas (TCC South)</i>	<i>Fort Worth</i>	<i>8/15/24</i>	<i>22</i>		<i>XXX</i>
<i>ABM Texas (TCC Northwest)</i>	<i>Fort Worth</i>	<i>8/15/24</i>	<i>24</i>		<i>XXX</i>
<i>ABM Texas (TCC Northeast)</i>	<i>Hurst</i>	<i>8/15/24</i>	<i>24</i>		<i>XXX</i>
<i>Geodis</i>	<i>Grand Prairie</i>	<i>8/01/24</i>	<i>76</i>		<i>XXX</i>
<i>rue21 (S. Cooper)</i>	<i>Arlington</i>	<i>8/01/24</i>	<i>10</i>		<i>XXX</i>
<i>rue21 (Renaissance Square)</i>	<i>Fort Worth</i>	<i>8/01/24</i>	<i>10</i>		<i>XXX</i>
<i>rue21 (S. Hulen)</i>	<i>Fort Worth</i>	<i>8/01/24</i>	<i>10</i>		<i>XXX</i>
<i>rue21 (Grapevine Mills)</i>	<i>Grapevine</i>	<i>8/01/24</i>	<i>10</i>		<i>XXX</i>
<i>rue21 (Melbourne Rd)</i>	<i>Hurst</i>	<i>8/01/24</i>	<i>10</i>		<i>XXX</i>
<i>Hooters of America LLC</i>	<i>Fort Worth</i>	<i>7/31/24</i>	<i>45</i>		<i>XXX</i>
<i>Hooters of America LLC</i>	<i>Arlington</i>	<i>7/31/24</i>	<i>40</i>		<i>XXX</i>
<i>Tandy Village Assisted Living</i>	<i>Fort Worth</i>	<i>7/25/24</i>	<i>50</i>		<i>XXX</i>
<i>Conn's Home Plus</i>	<i>Fort Worth</i>	<i>7/25/24</i>	<i>15</i>		<i>XXX</i>
<i>Tastebuds Eatery</i>	<i>Fort Worth</i>	<i>6/10/24</i>	<i>3</i>		<i>XXX</i>
<i>Marichii's Dine-In</i>	<i>Fort Worth</i>	<i>6/06/24</i>	<i>12</i>		<i>XXX</i>
<i>Funky Picnic Brewery &amp; Café</i>	<i>Fort Worth</i>	<i>6/05/24</i>	<i>10</i>		<i>XXX</i>
<i>3<sup>rd</sup> Street Market</i>	<i>Fort Worth</i>	<i>6/05/24</i>	<i>7</i>		<i>XXX</i>
<i>Stevie's Diner</i>	<i>Fort Worth</i>	<i>6/05/24</i>	<i>10</i>		<i>XXX</i>
<i>DHL Supply Chain</i>	<i>Fort Worth</i>	<i>6/04/24</i>	<i>85</i>		<i>XXX</i>
<i>Healthy Start</i>	<i>Fort Worth</i>	<i>5/30/24</i>	<i>10</i>		<i>XXX</i>
<i>Unleashed Brands</i>	<i>Bedford</i>	<i>5/30/24</i>	<i>10</i>		<i>XXX</i>

Leidos	Fort Worth	4/24/24	10		XXX
Remarkable Health	Fort Worth	4/24/24	52		XXX
99 Cents Only Stores	Fort Worth	4/18/24	20		XXX
99 Cents Only Stores	Fort Worth	4/18/24	20		XXX
99 Cents Only Stores	Colleyville	4/18/24	23		XXX
99 Cents Only Stores	Fort Worth	4/18/24	10		XXX
BT Furnishings	Arlington	4/03/24	12		XXX
Phoenix Assurance	Fort Worth	3/28/24	25		LAYOFF
Oldcastle Infrastructure	Kennedale	2/27/24	64		XXX
Frontpoint, LLC	Dalworthington	2/24/24	53		XXX
Calisience Restaurant	Fort Worth	2/20/24	12		XXX
Fireside Pies	Fort Worth	2/20/24	17		XXX
Hollingsworth, LLC	Fort Worth	2/01/24	153		XXX
Harland Clarke Corporation	Grapevine	1/31/24	75		XXX
American Airlines	Fort Worth	1/29/24	321		LAYOFF
Fort Behavioral Health	Fort Worth	1/26/24	85		XXX
HMS Host	DFW Airport	1/22/24	334		XXX
Tom Thumb	Grapevine	1/11/24	71		XXX
Jumbo Beverages	DFW Airport	1/11/24	109		XXX
Matheson Flight Extenders	Grapevine	12/13/23	92		XXX
10 Roads Express	Fort Worth	12/13/23	66		LAYOFF
Hemphill Restaurant	Fort Worth	11/28/23	9		XXX
CMA-CGM (America) LLC	DFW Airport	11/06/23	64		LAYOFF
Walmart #1258	Fort Worth	11/03/23	363		XXX
Tucker Rocky Distribution	Fort Worth	9/21/23	165		LAYOFF
Robert Shaw	Fort Worth	9/18/23	35		LAYOFF
Harland Clarke Corp	Grapevine	9/13/23	132		XXX
Holiday Inn Club Vacations	Pantego	9/13/23	56		XXX
Shinjuku Station	Fort Worth	9/13/23	23		XXX
Honeywell Intelligrated	Arlington	9/11/23	81		XXX
Wayforth, LLC	Grapevine	8/19/23	15		XXX
FedEx Supply Chain	Fort Worth	8/08/23	280		XXX
YRC Freight	Fort Worth	8/03/23	84		XXX
Ventra Health	Fort Worth	7/27/23	64		XXX
Federeal Heath Sign Co	Eules	7/14/23	47		XXX
S&B Industry	Fort Worth	7/03/23	45		XXX
David's Bridal, LLC	Arlington	6/14/23	27		XXX
David's Bridal, LLC	Fort Worth	6/14/23	29		XXX
David's Bridal, LLC	Hurst	6/14/23	25		XXX
Blue Butterfly Café	Fort Worth	6/05/23	10		XXX
Original Mexican Eats Café	Fort Worth	5/31/23	8		XXX
Buy Buy Baby	Southlake	5/19/23	17		XXX
Buy Buy Baby	Hurst	5/19/23	17		XXX
Buy Buy Baby	Fort Worth	5/19/23	15		XXX
Bed Bath & Beyond	Southlake	5/19/23	25		XXX
Bed Bath & Beyond	Fort Worth	5/19/23	25		XXX
Bed Bath & Beyond	Eules	5/19/23	25		XXX
Bed Bath & Beyond	Arlington	5/19/23	25		XXX
GXO Logistics of Texas LLC	Fort Worth	5/15/23	105		LAYOFF
Thirty Eight & Vine	Fort Worth	5/15/23	4		XXX

La Onda	Fort Worth	5/12/23	5		XXX
Sam's Club	Grapevine	5/02/23	133		XXX
Stanley Black & Decker	Fort Worth	5/02/23	175		XXX
Edelweiss German Restaurant	Fort Worth	4/21/23	8		XXX
Walmart	Fort Worth	4./05/23	1,047		LAYOFF
The Beast and Company	Fort Worth	4/03/23	10		XXX
Blue Butterfly Café	Fort Worth	3/26/23	10		XXX
Penske Logistics, LLC	Keller	3/24/23	152		LAYOFF
Santen, Inc	Fort Worth	3/24/23	54		LAYOFF
Interceramic Ft Worth Showroom	Fort Worth	3/13/23	12		XXX
Tuesday Morning (#1323)	Hurst	3/10/23	9		XXX
Tuesday Morning (#2225)	Fort Worth	3/10/23	8		XXX
Tuesday Morning (#609)	Fort Worth	3/10/23	8		XXX
Tuesday Morning (#5517)	Fort Worth	3/10/23	10		XXX
Tuesday Morning (#5240)	Fort Worth	3/09/23	7		XXX
Tuesday Morning (#3501)	Fort Worth	3/09/23	8		XXX
Aldi Food Market	Fort Worth	2/28/23	1		XXX
Misfits Market	Fort Worth	2/06/23	121		XXX
Varsity Tavern	Fort Worth	1/12/23	67		XXX
Fork in the Road	Arlington	12/03/22	8		XXX
M & M Steak House	Fort Worth	12/02/22	11		XXX
Meta	Fort Worth	11/23/22	13		LAYOFF
Carolina Beverage Group, LLC	Fort Worth	10/01/22	2		LAYOFF
Wendy's	Fort Worth	10/01/22	11		XXX
Fixture Kitchen & Social Lounge	Fort Worth	11/15/22	25		XXX
Luby's	Fort Worth	10/13/22	45		XXX
GXO :pgostocs pf Texas. LLC	Fort Worth	9/30/22	116		XXX
Southern Star Express, LLC	Arlington	9/29/22	55		XXX
Thredup, Inc	Grapevine	9/08/22	100		XXX
Captel Service Specialist, LLC	Arlington	9/06/22	62		LAYOFF
Seville Farms, Inc	Mansfield	8/01/22	64		LAYOFF
Captel Service Specialists, LLC	Arlington	7/22/22	110		LAYOFF
InterConnect Wiring	Fort Worth	7/13/22	35		LAYOFF
Small Business Administration	Fort Worth	6/13/22	93		LAYOFF
FlexXray LLC	Arlington	5/20/22	13		XXX
Schenker, Inc (1005 Railhead )	Fort Worth	5/17/22	148		XXX
Schenker, Inc (1006 Railhead)	Fort Worth	5/17/22	148		XXX
Michaels Stores Procurement Co	Fort Worth	4/27/22	202		LAYOFF
Legal Draft Beer	Arlington	4/27/22	3		XXX
Bell Helicopter	Hurst	4/19/22	76		LAYOFF
Bell Helicopter	Hurst	4/19/22	81		LAYOFF
Eisai, Inc	Southlake	4/13/22	3		LAYOFF
Heritage Oaks	Arlington	4/13/22	1		LAYOFF
Royal Sleep Products	Fort Worth	3/08/22	5		XXX
Fred's Texas Café	Fort Worth	3/08/22	16		XXX
Crockett Hall Food Court & Bar	Fort Worth	3/08/22	6		XXX
Fireside Pies	Fort Worth	3/08/22	4		XXX
Austin City Taco	Fort Worth	3/08/22	13		XXX
Grocery Works (Tom Thumb)	Fort Worth	2/29/22	11		LAYOFF
Luby's	Fort Worth	1/19/22	30		LAYOFF

US Ostomy Supply	Bedford	11/17/21	4		XXX
Fusion Logistics	Fort Worth	7/03/21	53	TEMP	LAYOFF
AIG Technologies	Fort Worth	5/17/51	63		LAYOFF
Reliant Transportation, Inc	Haslet	5/14/21	98		LAYOFF
Kindred Hospital	Mansfield	4/17/21	155		XXX
Tom Thumb #3658	Arlington	2/27/21	16		LAYOFF
Tom Thumb #2574	Fort Worth	2/27/21	11		LAYOFF
Medtronic PLC	Haltom City	2/23/21	50		LAYOFF
Hyatt Regency DFW	DFW Airport	12/14/20	111		LAYOFF
Allied Universal	Arlington	12/07/20	88		XXX
Methodist Southlake Hospital	Southlake	10/15/20	152		XXX
Grand Hyatt DFW	DFW Airport	10/26/20	55	TEMP	LAYOFF
American Airlines	DFW Airport	10/01/20	19,000	TEMP	LAYOFF
Sur La Table Store 149	Fort Worth	9/30/20	15		XXX
SP+Corporation	DFW Airpor	9/23/20	43	TEMP	LAYOFF
SP+Corporation	DFW Airport	9/23/20	50	TEMP	LAYOFF
SP+Corporation	DFW Airport	9/23/20	9	TEMP	LAYOFF
SP+Innovation in Operation	DFW Airport	9/21/20	102	TEMP	LAYOFF
P.F. Chang's	Arlington	9/17/20	75	TEMP	LAYOFF
P.F. Chang's	Fort Worth	9/17/20	75	TEMP	LAYOFF
P.F. Chang's	Grapevine	9/17/20	75	TEMP	LAYOFF
McKinley's Fine Bakery & Café	Fort Worth	9/06/20	32		XXX
Spirit Airlines, Inc	DFW Airport	8/26/20	2	TEMP	LAYOFF
Tally Peresonnell, LLC	Fort Worth	8/12/20	45		XXX
HMS Host	DFW Airport	8/11/20	483	TEMP	LAYOFF
Spirit Airlines, Inc	DFW Airport	8/01/20	238	TEMP	LAYOFF
DFW Wine Bar, LLC	DFW Airport	7/29/20	6	TEMP	LAYOFF
Ulterra	Fort Worth	7/27/20	350		XXX
Paradies Lagardere	DFW Airport	7/17/20	178	TEMP	LAYOFF
Delaware North	Arlington	6/30/20	996	TEMP	LAYOFF
American Airlines	DFW Airport	6/25/20	338	TEMP	LAYOFF
Freeman Expositions	Grand Prairie	6/23/20	89	TEMP	LAYOFF
Brident Dental & Orthodontics	Fort lWorth	6/18/20	23	TEMP	LAYOFF
Brident Dental & Orthodontics	Fort Worth	6/18/20	13	TEMP	LAYOFF
Brident Dental & Orthodontics	Fiort Worth	6/18/20	6	TEMP	LAYOFF
Brident Dental & Orthodontics	Fort Worth	6/18/20	41	TEMP	LAYOFF
Hyatt Regency Hotel	DFW Airport	6/15/20	246	TEMP	LAYOFF
Gaylord Texas	Grapevine	6/04/20	1,426	TEMP	LAYOFF
Pier 1	Mansfield	6/02/20	85		XXX
Live! By Loews	Arlington	5/29/20	153	TEMP	LAYOFF
Holiday Inn Club Vacation	Arlington	5/29/20	307	TEMP	LAYOFF
General Motors	Arlington	5/21/20	4,255	TEMP	LAYOFF
Nordstrom	Hurst	5/21/20	155	TEMP	LAYOFF
Halliburton Energy Services	Burleson	5/19/20	36	TEMP	LAYOFF
Embassy Suites by Hilton	Grapevine	5/16/20	114	TEMP	LAYOFF
Great Wolf Lodge	Grapevine	5/16/20	642	TEMP	LAYOFF
Cargill Meat Solutions	Fort Worth	4/10/20	150	TEMP	LAYOFF
Cinemark @ Alliance	Fort Worth	5/16/20	64	TEMP	LAYOFF
Cinemark 18	Hurst	5/16/20	62	TEMP	LAYOFF
Cinemark 13	Fort Worth	5/16/20	56	TEMP	LAYOFF



**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING AND DEVELOPMENT BOARD COMMUNICATION**

**Date:** February 12, 2025

<input checked="" type="checkbox"/> <b>Action Item</b>	<b>Submitted by:</b> Mark Tristan
<input type="checkbox"/> <b>Briefing Item</b>	Director of Finance
<input type="checkbox"/> <b>Committee Report</b>	<b>Prepared by:</b> Mark Tristan
	Director of Finance

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**Action Requested:**

Accept the Financial Report

**Discussion:**

The Board is requested to accept the financial report for December 2024. For the initial quarter of the fiscal year which began October 1<sup>st</sup>, 2024, the report shows 23.57% of the budget expended.

The first three months of expenditures should track at approximately 25.00%, which suggests that most system-wide expenditures for personnel and operations are progressing at acceptable levels. Non-recurring expenditures for annual insurance premiums and software licenses were made during the fall which is reflected in the increased spending pattern for Board operations. This expenditure rate will gradually fall back in line as the year progresses. Facilities expenditures include cash payments for January lease obligations that were actually paid in December, thus the higher expenditure rate.

Please note that with the final closing of FY24, the pending budget revision on today's agenda will capture any adjustments to the current year budget in order to reflect appropriate fund availability for the remainder of FY25.

Actual training expenditures through December 31 have an expenditure rate of 5.09% of the Individual Training Accounts (ITA) budget. However, over \$600K in additional training costs have also been obligated, therefore, 26% of the budget has already been committed for training during FY25.

Most Direct Client activities, such as Work Experience and Support Services are spending at appropriate levels to begin the year. As the year progresses, the workforce center operator will monitor and analyze all client activities to ensure that those in higher demand are appropriately funded. The contractor has the flexibility to move budgeted funds from one client activity to another as needed to support customer demand.

**Fiscal Impact:**

Reflection of expenditures for the Tarrant County Workforce Development Area for October 1, 2024 through December 31, 2024.

**Workforce Solutions for Tarrant County  
Fiscal Year 2025  
For the Third Month Ending December 31, 2024**

	<b>BUDGET</b>	<b>YTD EXPENDITURES</b>	<b>%</b>
<b>BOARD:</b>			
Personnel	7,289,598	1,728,383	23.71%
Operations (System-Wide)	2,735,927	815,862	29.82%
<b>WORKFORCE CENTER OPERATOR:</b>			
Personnel	8,577,816	1,787,800	20.84%
Operations	1,146,971	283,170	24.69%
<b>FACILITIES</b>	2,371,455	734,554	30.97%
<b>CONTRACTED SERVICES</b>	20,092,979	3,719,293	18.51%
<b>DIRECT CHILD CARE</b>	73,693,790	18,499,358	25.10%
<b>INDIVIDUAL TRAINING ACCOUNTS (ITA):</b>	2,802,355	142,773	5.09%
<b>WORK EXPERIENCE</b>	1,570,413	413,359	26.32%
<b>SUPPORT SERVICES</b>	1,893,587	580,778	30.67%
	<u>\$ 122,174,892</u>	<u>\$ 28,705,329</u>	<u>23.50%</u>

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING /DEVELOPMENT BOARD COMMUNICATION**

Date: February 12, 2025

- Action Item
- Briefing Item
- Committee Report

Submitted by: Jann Miles, Planning Director

Prepared by: Kay L. Gollihugh, Capacity Bldg. & Training Mgr.

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**Action Requested:**

Accept Report on Recent Solicitations for Grant Applications (SGA)

**Discussion:**

The following grants have been submitted and are awaiting award:

**Teacher Externship-WIOA Statewide**

- **Status:** Pending. Awards in March 2025
- **Amount:** \$109,991
- **Purpose:** To provide teacher externships in Summer 2025 for seventy-five teachers.
- **Board lead:** Kay Gollihugh
- **Original Application Submission:** 10/21/24

**Healthcare Internship fund-WIOA Statewide**

- **Status:** In progress. The Board has been asked for additional information..
- **Amount:** \$100,000.
- **Purpose:** To provide twenty internships in the Health Care Industry.
- **Board Lead:** Steven Gonzalez
- **Original Application Submission:** 10/28/24

**Temporary Assistance for Needy Families (TANF) Summer Young Adult Subsidized Employment Initiative**

- **Status:** Approved
- **Amount:** \$540,303.20 (10% of our 2025 TANF contract)
- **Purpose:** To provide a maximum of one hundred youth ages 16-24 structured job preparation, career and career pathway awareness courses leading to subsidized employment activities between the dates of May 1, 2025 and September 1, 2025.
- **Board Lead:** Tabitha Moore-Smith
- **Original Application Date:** 10/28/25

**Fiscal Impact:**

These funds will be part of the Board's funding if awarded.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING /DEVELOPMENT BOARD COMMUNICATION**

February 12, 2025

- Action Item**                      **Submitted by:** Tyrone Taylor, WDB Chair  
 **Briefing Item**  
 **Committee Report.**    **Prepared by:** Lacey Douglas, Communication & Events Director
- 

**Action Requested:**

To discuss the candidate for Executive Director and take action as recommended.

**Discussion:**

Tyrone Taylor, WDB Chair, will facilitate a discussion in Executive Session with the WGB and WDB Members regarding the Leadership Committee's recommendations for the candidate for Executive Director. After the Executive Session, the appropriate action will be taken.

**Fiscal Impact:**

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

February 12, 2025

- Action Item**                      **Submitted by:** Tyrone Taylor, WDB Chair  
 **Briefing Item**  
 **Committee Report.**    **Prepared by:** Lacey Douglas, Communication & Events Director
- 

**Action Requested:**

Approve Jill Navarrete as the Interim Executive Director

**Discussion:**

We are requesting the Board approve Jill Navarrete, to be the Interim Executive Director until the new Executive Director begins their position.

**Fiscal Impact:**

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

February 12, 2025

- Action Item**                      **Submitted by:** Tyrone Taylor, WDB Chair  
 **Briefing Item**  
 **Committee Report.**    **Prepared by:** Lacey Douglas, Communication & Events Director
- 

**Action Requested:**

Authorize the WDB Chair to negotiate and execute a consulting contract with Judy McDonald

**Discussion:**

We are requesting the Board authorize Tyrone Taylor, WDB Chair to negotiate and execute a consulting contract with Judy McDonald to act as a consultant to her successor. Judy will work with the Executive Director candidate to help transition them into their new role.

**Fiscal Impact:**

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

February 12, 2025

- Action Item**                      **Submitted by:** Mark Tristan, Director of Finance  
 **Briefing Item**  
 **Committee Report.**    **Prepared by:** Lacey Douglas, Communication & Events Director
- 

**Action Requested:**

Authorize execution of new bank signature card

**Discussion:**

We are requesting the Board authorize staff to update the signature card at our bank to reflect the appointment of the new Executive Director as an authorized signatory.

The change is essential for the continuity of our financial operations and will ensure that all banking transactions can be conducted smoothly under the current leadership.

Jill Navarrete, Assistant Director, Jack Cummings, Senior Director Contracts & Budget and Doug Arnold, Quality & Monitoring Director will remain as authorized account signers.

**Fiscal Impact:**

None

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE GOVERNING /DEVELOPMENT BOARD COMMUNICATION**

**Date:** February 12, 2025

<input checked="" type="checkbox"/> <b>Action Item</b> <input type="checkbox"/> <b>Briefing Item</b> <input type="checkbox"/> <b>Committee Report</b>	<b>Submitted by:</b> Lillie Biggins Chair, Workforce Investment Committee <b>Prepared by:</b> Jack Cummings Senior Director, Contracts & Budget
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**Action Requested:**

Approve the Fiscal Year 2025 Budget Revision #1 as recommended by the Workforce Investment Committee

**Discussion:**

Overview:

The Board is requested to approve Budget Revision #1 to the Fiscal Year 2025 (FY25) budget. Since the original FY25 budget was approved last August, the Board has received funding changes from the Texas Workforce Commission (TWC) for several programs, including Child Care, the Workforce Innovation and Opportunity Act programs, and others.

The closeout of Fiscal Year 2024 (FY24) activities has established the actual amounts of prior year funding that are available to carry over into FY25. While staff originally projected just over \$2.8 million in carryover when the original FY25 budget was approved last fall, the final carryover figure shows a reduction in carryover of \$2,003,411.

In addition to the carryover changes, the Board has received additional funding that totals just under \$15.1 million. Taken together, the change in carryover and the new additional funding provide a net increase of \$13,093,341 in additional funding for FY 25. The funding impact is summarized as follows:

Funding Type	Original FY 25 Budget	Funding Increase / (Decrease)	Proposed Amendment 1 FY25 Budget
New Funding Awards	119,369,780	15,096,752	134,466,532
Carryover Funds	2,805,112	(2,003,411)	801,701
<b>Total</b>	<b>122,174,892</b>	<b>13,093,341</b>	<b>135,268,233</b>

**New and Additional Funding:**

The new and additional funding amounts included in this amendment are summarized as follows:

Amount	Funding Type	Description
\$12,990,564	Child Care – CCDF Discretionary	The FY 25 contract for CCDF Child Care includes additional funding, as follows: 1) An increase of \$6.7 million that will be used to provide additional direct care and to fund the transition to prospective payments to child care providers; 2) An additional \$2 million to fund CCMS staff mentors for the Texas Rising Star Program; and 3) Additional Child Care Quality funding totaling just over \$4.2 million..
\$1,384,565	Vocational Rehabilitation Summer Earn & Learn	This project will provide paid summer work and educational opportunities for an estimated 160 youth who are enrolled in activities with the state's Vocational Rehabilitation program.
\$631,758	Re-Employment Services and Eligibility Assessment	These funds will support additional staffing to expand the services of this program to all recipients of state-paid unemployment insurance benefits.
\$101,865	Supplemental Nutrition Assistance Program (SNAP)	These funds are an increase in our base allocation for this program and will be used to provide additional services to SNAP E&T clients.
\$5,000	Trade Adjustment Assistance	This will fund services to specific clients eligible to receive services due to a trade-related job loss.

In addition to the above amounts, we've also received an increase of \$3,000 in funding for Workforce Commission Initiatives. This will fund targeted projects set forth in the contract. Lastly, funding that we receive for housing state paid Veterans Services staff in our offices has been reduced by \$20,000. This is based on a 2 FTE reduction in the number of staff being housed.

Carryover Funding:

The carryover changes included in this amendment are described as follows:

Amount	Funding Type	Description
\$ (2,428 697) Decrease	Child Care	Upon conclusion of FY 24 Child Care Program activities, the amount spent for direct child care services exceeded available funds by just over \$2.4 million. In post-closeout discussions with the state, Board staff noted multiple factors beyond our control that led to this result. These included a late-arriving contract amendment that reduced our FY 24 funding by an amount that exceeded this shortfall. The state has allowed us to use FY 25 child care funding to cover this deficit, which is the reason for this entry.
\$409,662	Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker	At FY 24 closeout, we identified 521,444 in available Adult carryover and a decrease of \$111,782 in Dislocated worker carryover funding. Together, these amounts come to \$409,662 in additional funding for the WIOA Adult and Dislocated Worker programs. We are now allocating those funds to be used in FY 25 for additional services to clients.
\$125,624	Temporary Assistance to Needy Families (TANF) Employment & Training funds	At FY 24 closeout, the unexpended funds available for carryover were \$125,624 more than our original estimate. We're now allocating those funds in the FY 25 budget.

\$(110,000) Decrease	WIOA Youth	At FY 24 closeout, WIOA Youth carryover was \$110,000 less than our initial projection.
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The funding changes in this amendment are detailed on the Fund Source Summary that is attached.

*Proposed Allocation of Funding Changes:*

The proposed allocation of the available funds is determined, in part, by the designation status applicable to each particular funding stream. The attached Proposed Allocation worksheet classifies the additional funds as “Designated” for specific activities, or “Undesignated” to indicate the flexibility that is available to the Board in determining the best use for the funding. For this amendment, the Designated funds total \$12,566,190, while the Undesignated funds combine to total \$527,151.

Exhibits providing additional detail on the funding changes and the recommended use of those funds are attached.

**Prior Approval:**

The Workforce Investment Committee received a presentation on this amendment at its meeting on February 5, 2025 and voted to recommend its approval to the full Board.

**Fiscal Impact:**

The addition of \$13,093,341 in available revenues into the Fiscal Year 2025 budget.

**FUND SOURCE SUMMARY**

	A		B	C	D	E	
					(B + C)	(A + D)	
<b>Funds Categories / Funding Streams</b>	<b>Original Budget New Funds</b>	<b>Original Carryover</b>	<b>Total Original Budget</b>	<b>Additional Funding</b>	<b>Additional Carryover</b>	<b>Total Revision #1</b>	<b>Proposed Revised Budget</b>
<b>Child Care</b>							
Child Care Discretionary	78,027,201	-	78,027,201	6,714,364	(2,428,697)	4,285,667	82,312,868
Child Care Local Match	5,529,930	-	5,529,930	(4,456)	-	(4,456)	5,525,474
Child Care - Family & Protective Services	4,785,261	-	4,785,261	-	-	-	4,785,261
Child Care Quality - "Two-Percent" Discretionary Funds	1,705,248	-	1,705,248	61,380	-	61,380	1,766,628
Child Care Quality - Tx Rising Star Mentors	-	-	-	2,037,016	-	2,037,016	2,037,016
Child Care Quality - "Four Percent" State-Guided Activities	-	-	-	4,182,260	-	4,182,260	4,182,260
<i>Child Care Subtotal</i>	<b>90,047,640</b>	<b>-</b>	<b>90,047,640</b>	<b>12,990,564</b>	<b>(2,428,697)</b>	<b>10,561,867</b>	<b>100,609,507</b>
<b>Adult Education &amp; Literacy</b>							
Adult Education & Literacy	6,718,488	-	6,718,488	-	-	-	6,718,488
AEL Performance Award Funds	-	-	-	-	-	-	-
<i>Adult Education &amp; Literacy Subtotal</i>	<b>6,718,488</b>	<b>-</b>	<b>6,718,488</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6,718,488</b>
<b>Workforce Services</b>							
WIOA Adult	4,639,816	-	4,639,816	-	521,444	521,444	5,161,260
WIOA Dislocated Worker	3,933,883	1,500,000	5,433,883	-	(111,782)	(111,782)	5,322,101
WIOA Youth	4,876,962	730,000	5,606,962	-	(110,000)	(110,000)	5,496,962
WIOA Rapid Response	50,881	-	50,881	-	-	-	50,881
WIOA Trade Adjustment Assistance (TAA)	-	-	-	5,000	-	5,000	5,000
Temp Assistance for Needy Families (TANF)	5,403,032	450,253	5,853,285	-	125,624	125,624	5,978,909
Supplemental Nutrition Assistance Program (SNAP)	855,119	-	855,119	101,865	-	101,865	956,984
Wagner Peyser Employment Services	664,345	124,859	789,204	-	-	-	789,204
TANF - Non Custodial Parent (NCP)	317,487	-	317,487	-	-	-	317,487
Workforce Commission Initiatives	82,373	-	82,373	3,000	-	3,000	85,373
Veterans Services	110,000	-	110,000	(20,000)	-	(20,000)	90,000
Reemployment & Eligibility Assessment	942,848	-	942,848	631,758	-	631,758	1,574,606
Vocational Rehab Summer Earn & Learn	-	-	-	1,384,565	-	1,384,565	1,384,565
Vocational Rehab Hireability Navigator	226,000	-	226,000	-	-	-	226,000
Vocational Rehab Staff Co-Location	150,073	-	150,073	-	-	-	150,073
Wagner-Peyser 7b - Neighborhood Strategies	320,833	-	320,833	-	-	-	320,833
Contractor Donation - Neighborhood Strategies	30,000	-	30,000	-	-	-	30,000
<i>Workforce Services Subtotal</i>	<b>22,603,652</b>	<b>2,805,112</b>	<b>25,408,764</b>	<b>2,106,188</b>	<b>425,286</b>	<b>2,531,474</b>	<b>27,940,238</b>
<b>Overall Total</b>	<b>119,369,780</b>	<b>2,805,112</b>	<b>122,174,892</b>	<b>15,096,752</b>	<b>(2,003,411)</b>	<b>13,093,341</b>	<b>135,268,233</b>

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
 FISCAL YEAR 2025  
 BUDGET REVISION #1  
 PROPOSED ALLOCATION**

A

	Approved Budgeted Expenditures	Child Care	WIOA Adult	WIOA Dislocated	WIOA Youth	Trade Adjustment Assistance	Temp Family Assistance (TANF)	Supplemental Nutrition Assistance E&T (SNAP)	Reemployment Services Eligibility & Assessment
<b>Amendment Amount</b>		<b>10,561,867</b>	<b>521,444</b>	<b>(111,782)</b>	<b>(110,000)</b>	<b>5,000</b>	<b>125,624</b>	<b>101,865</b>	<b>631,758</b>
<b>BOARD:</b>									
Personnel	7,289,598								
Operations (System-Wide)	2,735,927		60,000	(50,000)			10,000		
<b>WORKFORCE CENTER OPERATOR:</b>									
Personnel	8,577,816								631,758
Operations	1,146,971								
<b>FACILITIES</b>	<b>2,371,455</b>								
<b>CONTRACTED SERVICES</b>	<b>20,092,979</b>	6,280,656							
<b>DIRECT CHILD CARE</b>	<b>73,693,790</b>	4,281,211			(110,000)				
<b>INDIVIDUAL TRAINING ACCOUNTS (ITA)</b>	<b>2,802,355</b>		300,000	(35,000)		5,000	10,261	40,000	
<b>WORK EXPERIENCE</b>	<b>1,570,413</b>		55,000				105,363	40,000	
<b>SUPPORT SERVICES</b>	<b>1,893,587</b>		106,444	(26,782)				21,865	
	<b>122,174,892</b>	<b>10,561,867</b>	<b>521,444</b>	<b>(111,782)</b>	<b>(110,000)</b>	<b>5,000</b>	<b>125,624</b>	<b>101,865</b>	<b>631,758</b>

**WORKFORCE SOLUTIONS FOR TARRANT C  
FISCAL YEAR 2025  
BUDGET REVISION #1  
PROPOSED ALLOCATION**

	A				B	C	D (B + C)	E (A + D)
	Approved Budgeted Expenditures	Workforce Commission Initiatives	Veterans Services Staff Occupancy	Voc Rehab Summer Youth Work Exp	Designated Funds	Undesignated Funds	Budget Revision #1 Total	Revised Budgeted Expenditures
Amendment Amount		3,000	(20,000)	1,384,565	12,566,190	527,151	13,093,341	
<b>BOARD:</b>								
Personnel	7,289,598				-	-	-	7,289,598
Operations (System-Wide)	2,735,927	3,000	(20,000)	138,457	121,457	20,000	141,457	2,877,384
					-	-	-	
<b>WORKFORCE CENTER OPERATOR:</b>								
Personnel	8,577,816				631,758	-	631,758	9,209,574
Operations	1,146,971				-	-	-	1,146,971
					-	-	-	
<b>FACILITIES</b>	2,371,455				-	-	-	2,371,455
					-	-	-	
<b>CONTRACTED SERVICES</b>	20,092,979			1,246,109	7,526,765	-	7,526,765	27,619,743
					-	-	-	
<b>DIRECT CHILD CARE</b>	73,693,790				4,281,211	(110,000)	4,171,211	77,865,001
					-	-	-	
<b>INDIVIDUAL TRAINING ACCOUNTS (ITA)</b>	2,802,355				5,000	315,261	320,261	3,122,616
					-	-	-	
<b>WORK EXPERIENCE</b>	1,570,413				-	200,363	200,363	1,770,776
					-	-	-	
<b>SUPPORT SERVICES</b>	1,893,587				-	101,527	101,527	1,995,114
					-	-	-	
	<u>122,174,892</u>	<u>3,000</u>	<u>(20,000)</u>	<u>1,384,565</u>	<u>12,566,190</u>	<u>527,151</u>	<u>13,093,341</u>	<u>135,268,233</u>

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE DEVELOPMENT/GOVERNING BOARD COMMUNICATION**

Date: February 12, 2025

- |   |  |
|---|--|
| <input type="checkbox"/> Action Item              | Submitted by: Judy McDonald, Executive Director              |
| <input checked="" type="checkbox"/> Briefing Item |  |
| <input type="checkbox"/> Committee Report         | Prepared by: Lacey Douglas, Communications & Events Director |
- 

**Action Requested:**

To hear from the members of the Workforce Governing Board as they reflect on the past year and future plans.

**Discussion:**

We have asked each of the members of the Workforce Governing Board to briefly speak about their 2024 highlights and plans for 2025. What they see as workforce challenges and opportunities in our area.

- Mayor Mattie Parker – Fort Worth
- Mayor Jim Ross – Arlington
- Judge Tim O’Hare – Tarrant County

**Fiscal Impact:**

None



TEXAS ASSOCIATION OF  
WORKFORCE BOARDS

## Workforce Update - January 2025

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**E-Newsletter Sponsor:**



### Latest News

#### [Donald Trump's push to freeze federal funds sparks confusion in Texas](#)

*(Texas Tribune)* Texas cities, counties, higher education institutions and nonprofits clambered Tuesday to gauge the potential fallout from the suspension, later blocked temporarily by a federal judge.

#### [Minimum wage woes weigh on fast food workers in Texas and beyond](#)

*(Dallas Morning News)* A patchwork of minimum wage laws in the U.S. means income varies significantly based on local laws and cost of living.

#### [Texas job growth outpaces national average as state adds 284,200 positions in 2024](#)

*(San Antonio Express-News)* The latest figures from the Texas Workforce Commission show the growth continued in December, when another 37,500 jobs were added. That helped push the state's full-year growth rate 0.6 percentage points higher than the national average.

#### [Lt. Gov. Dan Patrick Announces 2025 Texas Senate Committee Appointments](#)

*(Office of the Lt. Governor)* To view Lt. Gov. Patrick's committee appointments, please [click here](#).

#### [Job Gyration](#)

*(Perryman Group)* Despite remarkable resilience, Federal Reserve actions to slow inflation have had the inevitable effect of weakening the job market.

### [41% of companies worldwide plan to reduce workforces by 2030 due to AI](#)

(CNM) Artificial intelligence is coming for your job: 41% of employers intend to downsize their workforce as AI automates certain tasks, a World Economic Forum survey showed Wednesday.

### [Some Texas business leaders are apprehensive about Trump's pledged deportations](#)

(Texas Tribune) "We wouldn't survive" without undocumented workers, one South Texas produce business owner said. By one estimate, 8% of Texas' workforce lacks legal status.

### [Chair Walberg Announces Education and Workforce Committee Senior Staff](#)

(Committee on Education and Workforce) Today, Education and Workforce Committee Chairman Tim Walberg (MI-05) announced the Committee's senior staff for the 119th Congress.

### [Meet the New Members of the Senate Appropriations and HELP Committees](#)

(ACTE) With the 119th Congress underway, Senate leaders recently announced their committee rosters for this Congress. The Senate Committees on Appropriations and Health, Education, Labor and Pensions (HELP) will have several new faces.

### [TWC Announces 2025 Texas Conference for Employers Schedule](#)

(TWC) Sponsored by TWC's Office of the Commissioner Representing Employers, the TCE series provides businesses with a wealth of resources.

## The Brand Amplifier for Workforce & Education

TAWB is now live with **The Brand Amplifier for Workforce & Education** course in partnership with Full Capacity Marketing (FCM). You can check out [the landing page](#) for all the details of the course curriculum, and view the [national press release](#) that was released earlier this year.



The online self-paced course comes with templates, case studies and tools to help you build a tailored and doable marketing and communications plan. Click on the flyer [here](#) to access learning outcomes and descriptions.

## Best Practices/Success Stories

TAWB is always on the lookout for information about innovative programs that can be shared and duplicated by other local workforce boards through the [TAWB website](#). [Descriptions may be submitted](#) in narrative form, such as articles and news releases, or through the [TAWB Best Practices Form](#) that can be used to provide basic information

about your program. Recent features include:

[Success Story: Renika Williams](#)

How a change in her career path led her to becoming the new **Workforce Solutions East Texas (WSET)** Mobile Unit Driver. Read about Renika and other success stories on the WSET new [Success Stories](#) page, a dedicated space on the organization's website that highlights the achievements of individuals who have benefited from its programs and services.

[Preparing for the Future: Students Gain Insight into the Evolving Workforce](#)

In 2024, **Workforce Solutions Deep East Texas'** Career Coach reached 6,786 students across 31 campuses, delivering 409 sessions. The program provides hands-on career exploration, helping students make informed decisions about their future paths. Through interactive workshops, virtual reality technology, and other resources, students explore various careers and the pathways to achieve them. This initiative not only empowers students but also highlights local employers, fostering success for both job seekers and businesses in Deep East Texas, and preparing the workforce of tomorrow.

## Texas Legislature

The 89th Texas Legislature began Jan. 14 and runs through June 2. The following are some of the workforce-related bills TAWB is following filed in the several weeks:

**Workforce Development**

[SB 856](#) - Sen. Flores

Relating to the use of the skills development fund by certain entities.

**Education**

[SB 2](#) - Sen. Creighton

Relating to the establishment of an education savings account program.

[SB 786](#) - Sen. Alvarado

Relating to authorizing school districts to provide funding using money received under the Foundation School Program to community-based organizations for purposes of reimbursing private employers for paid internships provided to certain students in career and technology education programs in the district.

[HB 1876](#) - Rep. Tepper

Relating to the establishment of a career and technical education reporting grant program by the Texas Education Agency.

[HB 2249](#) - Rep. Bernal

Relating to the establishment of the Texas Teacher Recruitment Scholarship Program and the Texas Teacher Retention Incentive Program.

[HB 2189](#) - Rep. Howard

Relating to methods to improve health profession-related career and technology education and dual credit programs offered by school districts.

### **Child Care**

**SB 738** - Sen. Menéndez

Relating to the use of unclaimed lottery prize money to benefit the child-care services program administered by the Texas Workforce Commission.

## **Workforce Development Resources**

### **How Immigration Affects the US Economy**

*(Bloomberg)* Do immigrants really take jobs from Americans? And does more immigration really mean lower wages? Here's a no-nonsense guide to one of the country's most divisive issues.

### **Apprenticeship in Texas: A Work-Based Learning Profile**

*(TWC)* This work-based learning profile provides an overview on the current state of apprenticeship in Texas including the demographics of Texas' apprentices, industry and occupational composition, recent growth, diversification, and shifting trends. The report also includes state and federal funding models and initiatives developed in response to the growing demand of apprenticeship, specifically in Texas.

### **Foster Youth Programs**

*(TWC)* Find information on TWC's effort to help Boards, Foster Youth Transition Centers and other partners who support young people in foster care. Find resources and information to help them succeed. The goal is to help foster youth achieve financial stability and continue to be financially secure.

### **Vocational Rehabilitation Provider Resources**

*(TWC)* Find Vocational Rehabilitation Services Provider resources, including current Notices to Providers and important links, here.

### **Upward Mobility Data Dashboard, Urban Institute**

The Upward Mobility Data Dashboard helps people understand key conditions affecting upward mobility from poverty and racial equity in communities. Access metrics for every county and over 480 cities to assess community conditions, establish measurable goals and priorities, and monitor progress on those conditions and goals to promote upward mobility.

### **January Texas Labor Market Review**

Monthly newsletter produced by TWC Labor Market and Career Information Department covering issues relating to the Texas economy.

## **TAWB Partners Spotlight**

**C2 Global Professional Services** was founded to offer a viable, and now successfully proven, alternative to what is available in terms of service providers. We look for Workforce Investment Board partners to commit to working beyond workforce dogma to improve communities, invest in staff development to achieve exceptional customer service and invest in innovation and technology to improve the system.

[iCEV](#): Since 1984, iCEV has specialized in providing quality CTE curriculum and educational resources. iCEV is the most comprehensive online resource for CTE educators and students, offering curriculum for several major subject areas, including agricultural science, trade & industrial education, business & marketing, career exploration, family & consumer science, health science, law enforcement and STEM education. Additionally, iCEV acts as a certification testing platform for industry certifications. Nationally and internationally recognized companies and organizations utilize iCEV as the testing platform for their certifications. For more information, visit [www.icevonline.com](http://www.icevonline.com).

[The Conover Company](#) has been developing tools for over 40 years to help workforce professionals assess and train their clients with the social and emotional skills for success. Their online tools help you stay focused on outcomes by making sure the assessments drive training so it is meaningful for every individual client you serve and you get the results you are looking for.

[Craft Education System](#) is the leading education technology company focused on apprentice-based programs, establishing and facilitating on-the-job training aligned with degree programs and work-ready skills. Craft is developing the ecosystem platform for enabling work-based pathways across higher education, employer partners and the workforce system.

[Equifax/Carahsoft](#) delivers trusted, unique data, analytics, technology, and expertise to drive innovation and transform knowledge into insights. Equifax empowers government agencies, nonprofit organizations, workforce boards and commercial clients to make more informed decisions, maximize program efficiency, and improve the customer experience. Equifax manages The Work Number®, the largest, centralized commercial repository of consolidated employment and income information for use by the private and public sectors. For customers with a permissible purpose under the Fair Credit Reporting Act (“FCRA”), Equifax enables real-time eligibility decisions by providing verifications of employment and income. Data is updated every pay period (as provided by the employer), so you have access to the most up-to-date information to gauge program success of the individuals who have elected to participate in the program. For more information about the Equifax Products and Services visit the website <https://www.carahsoft.com/equifax> or contact us at 844.747.6222.

[Equus Workforce Solutions](#): Our dedicated and passionate team of 2,500+ workforce professionals puts the industry's best practices to work across more than 350 North American locations, assisting approximately 1.9 million job seekers and thousands of employers annually. Together with our partners and collaborators, we work every day to change lives, advance economies, and help communities thrive.

[Geographic Solutions](#) is the leading provider of integrated software for state and local workforce agencies in over 35 states and U.S. territories. For 30 years, the company has developed innovative online solutions for job seekers, employers, service providers, and agency staff that enhance service delivery and increase customer satisfaction. Geographic Solutions' custom software solutions effectively manage all federally-funded partner programs under the Workforce Innovation and Opportunity Act and have been designed specifically to meet the diverse needs of American Job Centers, economic

development agencies, human service entities, unemployment agencies, departments of corrections, and educational institutions.

[Grant Associates](#) is a national, award-winning workforce development company. Since opening our doors in 1997, we have collaborated with government agencies to develop workforce programs and solutions that create the opportunities that advance job seekers, businesses and local economies, all with exceptional results. At Grant Associates, we know every community's workforce needs are unique. With proven models and in active partnership with government, Grant Associates' mission is to tailor solutions that build workforce capacity, proving over the past two decades that our approach helps a community reach its true potential.

[KRA Corporation](#), a national leader in workforce development for 40+ years, supports workforce boards by delivering WIOA, TANF, SNAP-E&T, and related programs, including initiatives targeting specific employer and jobseeker requirements. A black-owned company, KRA leads efforts to integrate DEI into workforce development. We also lead the industry in delivering a consultative approach to business services, and infuse family-focused principles into everything we do. KRA leverages all available resources, partnering to integrate education, skills development, occupational training, support services, and employment. KRA provides the highest levels of innovative programming, exceptional service, and trusted results for all valued clients, businesses, and jobseekers.

[Metrix Learning®](#) is an online learning platform designed to meet the needs of states, workforce boards, and their customers. Learners can assess their job skills, remediate skill gaps, and take over 100 certification training programs to prepare for new employment opportunities. Metrix Learning® offers over 6,000 online courses, career pathways tools, digital badges, gamification, and is integrated with WorkInTexas.

[Purpose Co](#) is a workforce consulting firm that specializes in designing and implementing custom workforce solutions and strategies that create sustainable outcomes for people and businesses, including pathways to quality in-demand jobs, economic mobility, competitive businesses and regional economic prosperity, including solutions that address the specific needs of job seekers, workers, employers and practitioners.

[QuickStart](#) exists to create world-class technologists by personalizing and individualizing training to address the massive skills gap in the IT industry. Through 20 years of research and data analysis, we've learned that a modern learner prefers to learn through multiple modalities such as self-paced online learning, virtual instructor-led training, on-the-job training, implementation and hands-on experience through labs, mentoring, and social and peer-to-peer learning. We packaged all the modalities into a single cloud-based platform called CLIPP.

[Texas Economic Development Council](#): The Texas Economic Development Council (TEDC) is an Austin-based professional association for economic developers across the state of Texas. We are the largest state association of economic development professionals, volunteers, and elected officials. Our membership consists of over 1,000 individuals, representing more than 630 public and private economic development organizations, including more than 400 communities. Our diverse and expansive membership shares a common goal -- bringing new investment and jobs to Texas by developing strategies that promote a positive business climate in our state.



Texas Association of Workforce Boards | P.O. Box 703278 | Dallas, TX 75370 US

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# Communication & Outreach Report

## February 2025



As we reflect on 2024, we are thankful to our employers, job seekers and partners who continue to work with us to ensure the citizens of Tarrant County have all their employment and training needs covered. We have a lot to be proud of in 2024, below is a recap of some of the ways we have served Tarrant County to include some things we have planned for 2025.

### Recent WSTC Press Releases and Media Activity:

#### WSTC Press Releases:

- **Nicole Allen Named Child Care Director for Workforce Solutions for Tarrant County**
  - Workforce Solutions for Tarrant County (WSTC) is proud to announce Nicole Allen as our new Child Care Director. With 25 years of experience in Early Childhood Education and Workforce Development, Nicole brings a wealth of knowledge and expertise to the role, where she will oversee critical programs supporting both child care providers and working families in Tarrant County.
  - Read the full press release here: <https://workforcesolutions.net/nicole-allen-named-child-care-director-for-workforce-solutions-for-tarrant-county/>
- **Post L Group Wins Award at Texas Workforce Conference**
  - Post L Group accepted the award at the Texas Workforce Commission's (TWC) 27th Annual Texas Workforce Conference held Dec. 4 – Dec. 6, 2024, in Grapevine. Local Workforce Development Boards nominate employers who make a positive impact on workers, the community, and the state through their partnerships with Texas Workforce Solutions.
  - Read the full press release here: <https://workforcesolutions.net/post-l-group-wins-award-at-texas-workforce-conference/>

#### WSTC Media Activity:

- 2024 TWC Annual Conference Recognizes Exemplary Texas Employers: Our nominee Post L Group was recognized: <https://www.twc.texas.gov/news/2024-twc-annual-conference-recognizes-exemplary-texas-employers>
- Star Telegram promoted the Congressman Veasey Job Fair we assisted with in December. <https://www.star-telegram.com/news/local/article297007354.html>
- Child Care Coverage: Texas educators, policy experts urge legislators to tackle child care crisis. Here's how: <https://www.keranews.org/education/2024-12-26/texas-educators-policy-experts-urge-legislators-to-tackle-child-care-crisis-heres-how>
- TWC Awards Grants to Create Child Care Talent Pipeline Through Apprenticeship Programs: <https://texasinsider.org/articles/twc-awards-grants-to-create-child-care-talent-pipeline-through-apprenticeship-programs>.



## Employment Events Update

In 2025 we are happy to report that we will continue to offer multiple options for both employers and job seekers to connect. We will be offering a mix of in person and virtual employment events. First let's break down a few of the different types of events you will see us promote:

- **WSTC Job Fairs** (both In-Person and Virtual): We will continue to have both in-person and virtual job fairs this year.
- **WSTC Hiring Fair Days** (in-person at the Workforce Centers): These are scheduled events at our Workforce Centers based on the needs of our employers. We will limit it to 1-2 employers at a time as to allow specialized outreach to our job seekers of the skills the employer is looking for.
- **Other Employment Events hosted by Employers:** We are often asked by the amazing employers we work with to share when they are hosting job fairs/career events. We will continue to do that on our social media, noting their positions in WorkInTexas in addition to their career fair information.
- **Community Events:** WSTC will continue to participate in these events, by having a booth at these events in the Community to share information about our services and upcoming employment events.

Next here is a sneak peek of the Job Fair schedule for the first few months of the year (as far as we know it). The events will be placed on the website (if they are not already) as soon as each is confirmed and details secure.

- **April 2, 2025:** (10am to 2pm)– Arlington Area Job Fair (in-person) – Hosts include: Rush Creek Church, Arlington ISD, City of Arlington, Greater Arlington Chamber of Commerce and Workforce Solutions for Tarrant County.
- **May 28, 2025:** (10am to 2pm) – Continuing the Climb Job Fair (in-person) – Hosts include: Cornerstone Assistance Network, Goodwill Industries North Central Texas, Redemption Bridge, Reentry First Stop Center for Tarrant County, Unlocking Doors and Workforce Solutions for Tarrant County.

We are still securing a few additional in-person and virtual events, to include some employer networking events for the rest of the year and will have those to share soon.

## 2024 Employment Event Wrap Up

In 2024 we offered both virtual and in-person employment opportunities. A majority of those events were held in-person. Below is a wrap up of our events along with those numbers

- Hosted 7 Employment Events
  - 1 Virtual Job Fair
  - 6 In-Person Job Fairs
- 4,676 job seekers attended
- 428 Veterans in attendance
- 393 Employers Participated
- 18,808 Job Openings were shared
- WSTC participated in over 90 Events in the community
- WSTC hosted 3 successful Biz Boost Events
  - **WSTC Biz Boost** is a networking event designed to elevate your business connections. Our employer services team will facilitate a collaborative platform where entrepreneurs, professionals and business owners come together to share insight, exchange ideas and forge meaningful relationships. Facilitated quarterly around Tarrant County our team will highlight the latest programs we oversee to help assure that the businesses in our area remain competitive and grow jobs while giving employers in the area a chance to connect.
  - WSTC Biz Boost events provide a supportive environment to boost your business endeavors to the next level.



### **Where to find Job Fairs and other Employment Event Information:**

<https://workforcesolutions.net/events/>

- Updated as they are added to the calendar
- To make sure and catch the latest from us: Visit our website, follow us on social media and sign up for our Alerts!
  - <https://workforcesolutions.net/contact-us/#alerts>



## UPDATED/ NEW Outreach Materials

We are currently refreshing our outreach materials for the neighborhood strategies initiative, highlighting the staff who are at the neighborhood locations as the “faces” in the community. We feel this will help them connect with those coming in for services.

We are also working on refreshing our Employer Services materials so look for that coming soon!

## Social Media

Workforce Solutions has been hard at work to help people stay informed. We encourage you to follow our channels and help keep others informed by sharing our information. You can find us on Facebook, LinkedIn, Instagram and X (formerly Twitter). We have started to dip our toe in the water with Threads as well. Our LinkedIn page is now our most popular, but we are working to make sure we spread our content among all our pages, as each page has a bit of a different audience. Here is a breakdown of the outreach on our platforms in 2024:

- Posted 976 times (across 4 channels)
- Answered 815 messages/comments
- Total Net Audience Growth: 1,550
  - Largest growth was on the LinkedIn Platform
  - Second largest growth was on Facebook, followed by Instagram
- 3,988 Post Clicks
- YouTube Stats:
  - 16 Videos created

## Newsletters

Stay connected and informed about the latest updates, news, and opportunities in Tarrant County. Our newsletters provide valuable insights and resources for both job seekers and employers. Explore our latest editions, subscribe to stay in the loop and dive into our newsletter archive.

<https://workforcesolutions.net/about-us/newsletters/>

- **Executive Director’s E-Newsletter:** Keep up to date on the latest Workforce news, WSTC Events and happenings.
- **Community News:** Read the latest community news, resources and events from around Tarrant County.

**WORKFORCE SOLUTIONS FOR TARRANT COUNTY  
WORKFORCE DEVELOPMENT BOARD COMMUNICATION**

Date: February 12, 2025

- Action Item
- Briefing Item
- Committee Report

Submitted by: Judy McDonald, Executive Director

Prepared by: Lacey Douglas, Communications & Events Director

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**Action Requested:**

Workforce Awards and Recognitions Presentation.

**Discussion:**

Workforce Solutions for Tarrant County has been fortunate this year to work with so many wonderful individuals and organizations. This month we will be recognizing some of the contributions these individuals have made to our system and community.

Please join us as we present awards to some of the organizations and individuals who helped make 2024 a great year for Tarrant County!

**Fiscal Impact**

None